

VOLUME 117

NO. 6

LEATHER *and* SHOES

FEBRUARY 5,

1949

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LEATHER and SHOES

ESTABLISHED 1890

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By

THE RUMPF PUBLISHING CO.

(Formerly Hide and Leather Publishing Co.)

300 WEST ADAMS STREET

CHICAGO 6, ILLINOIS

PHONE—CENTRAL 6-9353



LEATHER and SHOES, The International Shoe and Leather Weekly, published weekly (one additional issue during December) by The Rumpf Publishing Co., 300 West Adams St., Chicago 6, Ill. Cable address: HIDELEATH. Subscription price: United States, \$5.00; Canada, \$6.00; Foreign, \$7.00. Single copies, 15c; back copies, 30c. Entered as second class matter Jan. 19, 1948, at Chicago, Ill., under Act of March 3, 1879. Additional entry at Pontiac, Illinois, pending.

C O N T E N T S

FEATURES

\$300,000,000 A YEAR FOR WOMEN'S WORK SHOES—

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A vast and profitable new market poses a challenge for the shoe industry. The concluding article of a series opening a virgin field for 30 million extra pairs of shoes yearly.

ANNUAL REPORT TO EMPLOYEES 18

Joyce, Inc., finds a success key to higher production through voluntary worker effort.

NEW DEVELOPMENTS 20

Including: Solvent pot for welting machines . . . Hydraulic automatic leveller . . . "Rotarienne" shoes . . . Wood heel machine . . . Skiving machine . . . Thread-trimming machine . . . Laminated fabric sole . . . Knotless shoe lace . . . Automatic heel scouring machine . . . Platform wedge heel cementer . . . and many others.

NEWS HEADLINES

SHOEMEN ATTEND MINIMUM WAGE HEARING

Labor Dept. to determine minimum wages for Govt. contracts.

DOUGLAS NAMES STEVENS GENERAL MANAGER

Management in proxy battle for control of company.

SET BROCKTON VOTE FEB. 24

NLRB calls bargaining election in Brockton area.

CUT TACK REVISION APPROVED

Set new standards for cut tacks and small nails.

INT. SHOE CUTS PAY; BROWN TO FOLLOW SUIT

Three-cent cutback result of price index drop.

BIDS AND AWARDS

Last and oxford bids opened. Award boot and shoe contracts.

REORGANIZE CONRAD SHOE

New firm will operate as Quigley Shoe Co.

NOV. SHOE OUTPUT OFF 11%

Footwear production down four million from Oct.

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How Cushion Cork gives shoes more resilience

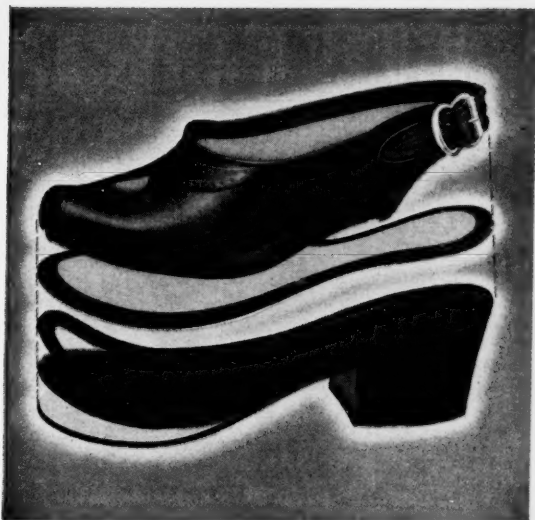
Here are two of the ways leading manufacturers use Armstrong's Cushion Cork® to add extra resilience to their shoes. Cushion Cork itself contributes directly to foot comfort. In addition, it gives manufacturers freedom to develop their own individual construction methods—as shown at the right.

Cushion Cork is made by a patented process that combines springy cork particles with a sponged binder. Underfoot it flexes easily, absorbs shocks and jars—gives the effect of walking on soft earth. Thousands of tiny pores in Cushion Cork contract and expand with every step to encourage circulation of air around the foot. Cushion Cork also insulates the foot against heat and cold.

You can win new customers by using this patented material as filler pieces, platform, midsole, or in combination with insoling. Ask your Armstrong representative for samples and detailed information. Or write to Armstrong Cork Company, Shoe Products Dept., 8802 Arch St., Lancaster, Pennsylvania. Available for export.



FLEXICORK IS A REGISTERED TRADE-MARK.



In the *Crik-etts* shoe shown above, the platform of Cushion Cork, a quarter-inch thick, extends the full length of the shoe between insole and outsole. Heel and ball alike are cushioned against the jar of every step to combine all-day comfort with style.



In the *Givren "Featherbed"* shoe, an insert of Cushion Cork is used as a filler piece in Givren's patented "Scoop" process. A portion of the underside of the leather insole is scooped out to bring the foot into closer contact with the resilient Cushion Cork.

ARMSTRONG'S SHOE PRODUCTS

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EDITORIAL

Pensions: For Machines And Mules—But Not For Men

THE other day a prominent tanner stated, "Now that the economy is coming down from its inflationary peak, we can probably expect labor to taper off sharply in its demands."

A more naive statement was never made. It may be true that wage demands by labor may decline. But these, be certain, will now be replaced by demands for social and welfare benefits. And at the top of the list in this category is the pension.

In the shoe and leather industry there are only a very small number of pension or retirement plans. The Bureau of Labor Statistics reports that on Jan. 1, 1947, pension plans existed in only 13 out of 193 leather firms surveyed. These plants had 31,000 of the 44,000 workers in the industry. Thus, it is estimated that 90 percent of leather firms have no pension plans for workers.

Nevertheless, pensions are practically top priority in labor's new program. Just how fast the pension idea has come along—and a positive indication of the increased acceleration industry can expect regarding pension demands—is demonstrated by the fact that from 1930 to 1939 only 549 pension plans existed in all industry. Then, in 20 months, January 1945 to August 1946, nearly 1600 new pension plans became effective. Today there are 3,000,000 workers covered by pension insurance plans as compared with only 600,000 three years ago.

And one of the most significant steps in labor history was the recent NLRB decision, bringing pensions within the bounds of collective bargaining. In short, pensions are no longer in the paternalistic domain of management, but, like wages, can be bargained for by labor. As a result, pensions may be expected to become an increasingly prominent part of future negotiations between labor and management.

Management is now to be confronted with an enormous problem—to be or not to be receptive to the pension idea. If management tends to look at pensions from the aspect

of paternalism, it is in for a harsh time, and justifiably so. Yes, pensions are going to cost management money, just as a wage boost does. But in principle the pension differs sharply from the wage boost. Unless management recognizes this vital point of principle involved, it will defeat its own purposes in the long run.

Reliable surveys by several organizations have shown that workers are growing more interested in pensions and similar insurance benefits. Obviously behind this is the inherently human desire for security against old age. In numerous cases, workers, through their unions, are voluntarily refusing part or all of wage increases to devote the money, instead, to a pension or insurance program. In fact, some 100 national and international unions now have such programs, at the insistence of members.

Who is paying the freight? In some instances the pension plan is financed jointly by employer and employee; in others by the employer alone. The U. S. Dept. of Labor states that the present trend is "toward complete financing of the plan by the employer—or reducing the employees' share of the cost."

Thus, the trend picture is briefly

NOTICE

We constantly receive many requests from readers desiring permission to reprint our editorials in house organs or other publications, or to distribute to customers, salesmen, employees, or to other sources outside our industry.

For this reason we are establishing a policy for 1949. Anyone desiring reprints of **LEATHER and SHOES'** editorials may obtain them at the following nominal cost:

Up to 100	10c each
200-500	7½c each
1,000 or over	2½c each

this: more and more workers are being insured with old-age pension plans in industry, with an eye to making the pension universally adopted by the U. S. industry; the employer is to take more and more of the cost of financing these plans, and eventually bear all of the cost.

Is this (with apologies to President Truman) a fair deal? From a social and moral viewpoint, yes. And likewise yes from the standpoint of cold economics.

We ask a simple question: What is plant equipment—the equipment necessary to operate a plant? It is machinery and other apparatus, of course. *But it is also men and personnel.* Industry is by law allowed to make annual deductions on depreciation values for machines and equipment, deductible as costs for operating the plant. Yet industry deducts no costs for depreciation values of man-power.

For example, the law prohibits coal-mining firms from using a mule or other draft animals to a degree where it is incapacitated and then turning it out on the street to die without provision for its care in old age. Yet neither the law nor industry makes any such provision for men who devote their lives to the industry.

Companies have to pay interest on their indebtedness—bills owed—on ordinary supplies, machinery and equipment. They pay interest on every article except the usage of human beings.

So it boils down to this: the human element in an industry should be naturally considered with the over-all cost of production. Industry must be committed to insurance against the wearing-out process of men as it is committed to insurance against the wear-out process of machines and mules.

Industry today, whether it recognizes it or not, is already paying the cost of old-age upkeep through hidden taxes or open taxes in the form of State aid, hospital funds, welfare, charitable funds, etc. In short, industry is already paying a substantial share of old-age "pension" aid in a variety of indirect forms, through taxes.

However, it is contrary to our concept of free enterprise and democracy that the Government should do everything for its citizens. In fact, industry has voiced the loudest protest against this trend. Yet, by forcing the Government to assume responsibility for old-age security of workers, industry is helping to en-

("Editorial" continued on page 46)

For **BETTER Shoes and
BETTER Shoemaking**

... Use the

NEW **Niles-Flex** **COUNTERS**

GUARANTEED ANKLE COMFORT
FIRM SIDE WALL
ONE PIECE-NOT LAMINATED
HUGS THE WOOD
TRIM TOP LINE
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SOLID SEAT



...and assures you
the ultimate quality
plus beautiful footwear

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NEWS

Shoemen Attend Minimum Wage Hearing

Labor Dept. holds panel meeting on question of minimum wages for government shoe contracts

Last week the Labor Dept. took an important first step in determining minimum wages for shoe workers employed in plants holding government contracts. At a pre-hearing panel held in Washington on Jan. 27, it discussed the question with 11 prominent representatives of management, labor and industry trade association, came to the inevitable conclusion that more facts, figures, and the unanimous agreement of both management and labor was needed before it could arrive at a fair solution.

The hearing, instigated by an eight-month old petition of the United Shoe Workers of America, CIO, for revision of the present 40-cents hourly minimum, marked the first significant attempt made since the war to settle minimum shoe wages in public contracts fields. Although the union petition named no definite figure, the union is reported to favor an 80-cent figure as logical and fair.

As far as the 11-man panel was concerned, the meeting was purely advisory. No definite commitments or allegations were made, no decisions ordered, and the net outcome was the setting of a tentative date for a formal public hearing on April 14 by William R. McComb, Administrator of the Wages and Hours Public Contracts Division. McComb will then make his recommendation to the Secretary of Labor. The final step, expected perhaps late this spring, will be the official decision by Secretary Tobin.

The 11 industry representatives present were: Tucker Thurmond, Craddock-Terry Shoe Corp., Lynchburg, Va.; Gordon Carson, The Selby Shoe Co., Portsmouth, O.; H. F. Wilhite, Brown Shoe Co., St.

Louis; Walter Spicer, Associated Shoe Industries of Southeastern, Mass.; Maxwell Field, New England Shoe and Leather Assn.; W. W. Stephenson, John H. Patterson, Edward Seligman and Benjamin Seligman, National Assn. of Shoe Manufacturers; Victor Hirschfeld, United Shoe Workers of America; and Frank Sampson, Brotherhood of Shoe and Allied Craftsmen, Brockton, Mass.

Wage Determination Program

Technically, the union petition asks for an amendment to the existing "Determination of Prevailing Minimum Wage in the Shoe Manufacturing and Allied Industries." The latter went into effect Jan. 5, 1933, originally for the men's welt shoe industry, but was amended July 11, 1942 to include all shoe manufacturers and allied industries.

No further amendments were made during the war; about the first of the year in 1947, the Labor Dept. launched a "wage determination amendment program" which sought to overhaul some 42 industries "suspected" of unduly low wages.

Six industries have already held hearings and regular workers within each have been granted minimum wage determinations as follows: hat and cap, 85-cents; textiles except woolen and worsted, 87-cents; leather and sheep-lined jackets, 85-cents; and the suit and coat branch, wool trousers branch and outdoor jackets branch of the uniform and clothing industry, 85-cents.

Other industries awaiting formal hearings include cotton, woolen and worsted garments, gloves and mittens, iron and steel, wood furniture, and seamless hosiery.

Race With Congress

In one sense, the situation appears to be a race with Congress. The current wage determination involved

is the same 40-cents minimum wage for all industry that the Truman administration is seeking to boost to 75-cents by action of Congress. If that takes place before the wage determination matter is cleaned up, the new federal figure will, of course, apply automatically to this and all other industries.

The CIO petition relates only to government shoe contracts exceeding \$10,000. However, the latest survey of such contracts shows a total of over 200 between Jan. 1, 1947 and July 1, 1948.

These were divided as follows: Army, 145; Navy, 15; Marines, 11; Justice Dept., 34; Interior Dept., one. Their aggregate value was more than \$18,000,000. The breakdown was \$17,197,741 for boots and shoes and \$1,027,746 for cut stock and findings.

BLS Figures

Although in agreement on the issues involved, the panel did not generally concur in its acceptance of Bureau of Labor Statistics which the Labor Dept. offered as a basis for judgement. Panel members were supplied a special BLS study listing average wages in the men's shoe industry for Oct., 1948. The survey purported to show that fully 10 percent of all shoe workers in the U. S. earn less than 70-cents an hour. This, said the Labor Dept., was an average hourly earning, excluding premium pay for overtime and night work.

Total number of workers included in the BLS survey was 52,446, plus another 2,592 learners. The overall average hourly earning for experienced workers was cited as \$1.13 with an average of 74-cents for learners.

As the National Shoe Manufacturers Assn. put it after the meeting, "BLS figures showing the number of people employed at various rates of pay in the shoe industry could not be used as a basis for setting a guaranteed minimum wage without making allowance for the fact that the wages reported included the incentive allowance and were not in any sense prevailing guaranteed minimum wages.

"For example, on the simplest rated job in a fitting room, a woman who makes 80-cents an hour ordinarily has a guaranteed minimum wage of 60 or 65-cents, and the reason she gets 80-cents is because her job is timed to permit her to earn 80-cents if she does an average day's work. If she were guaranteed 80-cents, she would have no incentive to turn out an average day's work

unless the piece rate were raised.

"There is no question whatsoever that the only chance of getting a new minimum wage determined for Walsh-Healey contracts that is fair and satisfactory depends upon our being able to establish clearly and unambiguously the absolute amount of this incentive premium throughout the entire industry."

Upshot of the meeting was a general feeling by manufacturers that they might introduce at the coming formal hearing some additional wage data of their own. To this end, the NSMA is contacting several hundred shoe manufacturers, warning that whatever is done under the Walsh-Healey contracts is almost certain to set a pattern for the entire industry. Minimums established for these contracts would inevitably encompass all work done in the factory for all contractors.

Douglas Names Stevens G. M.

Douglas Shoe Co., Brockton, Mass., has announced the appointment of Marshall H. Stevens, former vice president of Shelby Shoe Co., Portsmouth, O., as vice president and general manager. Stevens replaces the late Charles Ault, former executive vice president.

The new general manager is 50 years of age and resigned his position with Shelby to come to Douglas. He had been with the Shelby firm since 1936 and previously was an executive with Craddock-Terry Shoe Corp., Lynchburg, Va., for four years.

In a letter to stockholders, president Joseph W. Bartlett announced the annual meeting of stockholders would be held on Feb. 17 and requested stockholders send in their proxies "to insure continuity of management in the best interests of all stockholders."

The management is seeking election of its roster of directors in a proxy battle for control of the company. Attempting to oust the present board is a stockholders committee headed by John E. Sloane.

Bartlett reported that the company's net loss for the year before tax credits will total approximately \$725,000 and after credits, will be less than \$450,000. The firm will also receive some \$275,000 from tax refunds. Bank loans have been repaid in full on Dec. 31, 1948 and although inventory markdowns and production cuts resulted in losses during the first six months of 1948, the company operated at a profit in two of the last three months.

The Douglas president said that despite unsettled conditions in the shoe business, "the management is taking effective action to restore the company to a profitable operating level."

Factory superintendent Ralph H. Bunker said that the company is increasing production and hopes to reach a total output of 5000 pairs daily within the next few weeks.

Set Brockton Vote Feb. 24

The National Labor Relations Board this week named Feb. 24 as the date for the bargaining agent election to be held among approximately 7000 shoe and cut sole workers in the Brockton, Mass. area. Three unions are involved: the United Shoe Workers of America, CIO; Boot and Shoe Workers Union, AFL; and the Brotherhood of Shoe and Allied Craftsmen, an independent which is present bargaining agent.

If the Labor Relations Board decides that both the BSAC and USWA locals in the area must first sign non-Communist affidavits, the election date will be postponed to Mar. 1.

Int. Shoe Cuts Pay; Brown To Follow Suit

Approximately 25,000 employees of the International Shoe Co., St. Louis, will receive a cut back of three-cents-an-hour in wage rates on Feb. 7 as the result of a drop in the cost of

living, company officials revealed this week.

It is expected that Brown Shoe Co., St. Louis, will follow suit with a similar decrease for its 12,000 production workers next April.

The reduction at International Shoe Co. is due to a decline in Nov. of the Consumer's Price Index (National Average of Large Cities) of the U. S. Dept. of Labor to 172.2. According to the wage agreement between the firm and both the United Shoe Workers of America, CIO, and the Boot and Shoe Workers Union, AFL, employees receive a three-cent hourly wage increase or decrease for each five-point change in the index.

The new wage rate will remain in effect as long as the index stays between 168 and 172.9. The Dec. B.L.S. index decline to 171.4 will not affect wages. Labor contracts provide that the rate cannot go lower than six cents above the 1947 base rate (a floor now three cents below the new rate). The reduction brings International wages down to the Oct., 1948, level.

Brown Shoe Co. rates are now 12 percent above the 1947 base. Unless the Jan., 1948 index shows a phenomenal change, the present rate will be reduced to nine percent above the 1947 base. The company instituted a three percent increase Jan. 3, 1948.

Govt. Counts Cattle Loss

Undetermined losses among one



March 6-9, 1949—Allied Shoe Products and Style Exhibit, Hotel Belmont Plaza, New York City.

March 8-9, 1949—Official Opening of American Leathers for fall, Waldorf-Astoria, New York City.

April 3, 1949—Shoe Mfrs. Fall Opening, Eugene A. Richardson Associates, Hotel New Yorker, New York City.

April 27-30, 1949—St. Louis Shoe Show, St. Louis Shoe Mfrs. Assn., Hotel Statler and other hotels, St. Louis, Mo.

May 1-4, 1949—Advance Fall Showing, Southeastern Shoe Travelers, Inc., Sheraton Bon Air Hotel, Augusta, Ga.

May 8-11, 1949—Fall Shoe Show, Southwestern Shoe Travelers Assn.,

Adolphus Baker and Southland Hotels, Dallas, Texas.

May 16-17, 1949—Spring Meeting, Tanners' Council of America, Inc., The Cavalier, Virginia Beach, Va.

May 21-28, 1949—24th annual National Foot Health Week, National Foot Health Council.

May 23-24—National Hide Assn. Annual meeting, Brown Hotel, Louisville, Ky.

May 23-26—Popular Price Show of America, Hotel New Yorker, New York. Sponsored by the National Assn. of Shoe Chain Stores and the New England Shoe and Leather Assn.

June 22-24—ALCA Convention Monmouth Hotel, Spring Lake, N. J. Spring Lake, N. J.

Sept., 1949—Child Foot Health Month, National Foot Health Council.

Oct. 31-Nov. 3, 1949—National Shoe Fair, Chicago, Ill.

Nov. 6-9, 1949—Advance Spring Showing, Southeastern Shoe Travelers, Inc., Sheraton Bon Air Hotel, Augusta, Ga.

million head of live stock marooned on western ranges without food by heavy snow storms will mildly affect the nation's hide supply, government officials revealed this week. They estimate that 907,000 sheep and 77,000 cattle have been caught in the snow-blanketed area west of the Rockies.

Hardest hit were great numbers of stock on the eastern edge of the great basin in western Utah where a series of snowstorms isolated them from shelter and food. The situation was also critical in parts of Nevada, Wyoming, and the western plains areas where snow depths upwards of three feet were common. Gov. J. Bracken Lee of Utah declared a state of emergency as frantic relief attempts were balked by recurrent blizzards.

Although Air Force bombers dropped feed to snowbound sheep and cattle, cattlemen said that most of it would be wasted due to the inability of the livestock to reach it through heavy drifts. Carcasses of frozen animals can be salvaged for fats but their hides usually are cracked by freezing.

Cut Tack Revision Approved

Revision of the Simplified Practice Recommendation for cut tacks and small cut nails, recently submitted for consideration by all segments of the industry, has been approved for promulgation by the Standing Committee in charge, the National Bureau of Standards announced this week.

The revised recommendation, designated R47-49, establishes lists of types, sizes, finishes and package sizes of cut tacks and small cut nails

as a standard of practice for the industry. Items covered by the Shoe Finders list include: Cobblers, Extra Iron Clinching, Hungarian Nails, Channel Nails, Heel Nails, Hand Shoe Tacks and Hob Nails.

Copies of the recommendation may be obtained from the Commodity Standards Division, National Bureau of Standards, Washington 25, D. C.

PPSSA Names Edison, Shapiro As Co-Chairmen

Mark A. Edison, president, National Assn. of Shoe Chain Stores, and Frank S. Shapiro, newly-elected president of the New England Shoe and Leather Assn., have been named co-chairman of the joint industry committee sponsoring the second Popular Price Shoe Show of America. The show will be held May 23-26 at the Hotels New Yorker and McAlpin, N. Y. City.

Edison is also vice president of Edison Bros. Stores, St. Louis, while Shapiro is treasurer of Consolidated National Shoe Corp., and American Girl Shoe Co., Boston.

Subcommittees were appointed by the co-chairmen as follows:

Budget: A. W. Berkowitz, Bourque Shoe Co. Inc., George L. Smith, G. R. Kinney Co. Inc.

Exhibits: Myer Saxe, Kesslen Shoe Co., Lawrence Merle, Endicott Johnson Corp.

Advertising and Publicity: D. W. Herrmann, Miles Shoes Inc., Daniel J. Danahy, Daniel J. Danahy Shoe Co., and Mr. Saxe.

Fashion Show: Alfred L. Morse, Morse Shoe Stores, Mr. Herrmann, Paul Kleven, Klev-Bro Shoe Mfg. Co.

Edward Atkins and Maxwell Field are co-managers and will serve ex-officio on all subcommittees.

Other members of the joint committee include:

MANUFACTURERS: Stuart H. Armstrong, Wiley-Bickford-Sweet Corp., George A. Dempsey, Crossett Shoe Company, John Foote, The John Foote Shoe Co., Normand P. Liberty, H. O. Rondeau Shoe Co. Inc., and Henry C. Stillman, H. C. Stillman Shoe Co.

RETAILERS: Harry Karl, Karl's Shoe Stores, Ltd., I. M. Kay, The Berland Shoe Stores, Inc., J. O. Moore, Miller-Jones Company, Frank J. Schell, Sears, Roebuck and Company, and David L. Slann, Butler's Inc.

Two full floors at the McAlpin will house displays of popular price and branded lines.

Hooker Resigns as Chmn. Hooker Electrochem. Co.

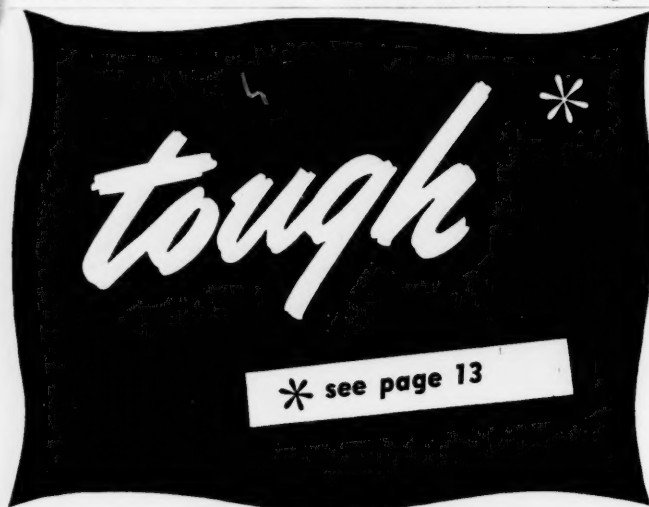
Harry M. Hooker has resigned as chairman of the board of directors of the Hooker Electrochemical Co., Niagara Falls, N. Y. He will remain, however, as a member of the board of directors.

Hooker was one of five brothers associated with the company, originally founded by Elon H. Hooker. The latter died in 1933 and was succeeded as president by Harry Hooker who later became chairman of the board. He has been associated with the firm since World War I.

In its annual report to stockholders for the fiscal year ended Nov. 30, 1948, the company lists total income for the period at \$24,154,200 with net earnings, after taxes, amounting to \$2,926,196. This was equivalent to \$3.32 per share on 304,204 shares of common stock outstanding, after payment of preferred dividends. Net income for 1947 was \$2,184,529 or \$2.45 per share on common stock.

The company reports that the present increase in cost of raw materials has been more than twice that in sales prices of Hooker products since 1942. During the same period, the percentage increase in hourly wages has been approximately four times that of sales prices. Net sales for 1948 established a new record of \$23,675,590, an increase of 17 percent over the previous year's sales.

The annual report, one of the finest of its kind, contains an excellent illustration designed to show where Hooker income came from and how it was expended during the year.



Bids and Awards

Nine shoe manufacturers this week submitted bids totaling 233,912 pairs of tan low-quarter shoes on QM-30-280-49-799 calling for 29,239 pairs. The New York Quartermaster Purchasing Office revealed Hubbard Shoe Co., Inc., Rochester, N. H., as low bidder at \$4.25 per pair with Craddock-Terry Shoe Corp., Lynchburg, Va., and Doyle Shoe Co., Brockton, Mass., bidding \$4.29 and \$4.3275 respectively. The latter bid on 5000 pairs while all other concerns bid on the total directive quantity.

Bidder	Quantity	Price
Doyle Shoe Co. Brockton, Mass.	5,000	\$4.3275
A. E. Nettleton Syracuse, N. Y.	29,239	4.65
Brown Shoe Co., Inc. St. Louis, Mo.	29,239	4.47
Craddock-Terry Shoe Corp. Lynchburg, Va.	29,239	4.29
Endicott Johnson Corp. Endicott, N. Y.	29,239	4.515
General Shoe Corp. Nashville, Tenn.	29,239	4.36
E. J. Given Shoe Co. Rockland, Mass.	29,239	4.50
Hubbard Shoe Co., Inc. Rochester, N. H.	29,239	4.25
International Shoe Co. St. Louis, Mo.	29,239	4.34

Six last manufacturers submitted bids totaling 271,612 pairs on remodeling of Munson Lasts to Munson Goodyear welt hinge shoe lasts. Directive quantity on QM-30-280-49-784 was 69,204 pairs with both Leader Last Co., Inc., Beverly, Mass., and Harwood Last Co. of Norwood, Mass., turning in low bids of \$1.18 per pair. Following is list of bidders, quantities and prices:

Bidder	Quantity	Unit Prices
Leader Last Co., Inc. 225 Rantaul St., Beverly, Mass.	69,204	\$1.18
Harwood Last Co. 28 Main St., Marlboro, Mass.	69,204	1.18
D. & W. Last Corp. 292 Salem St. Franklin Park, No. Revere, Mass.	10,000	1.74
Arthur A. Byron 669 Washington St. Lynn, Mass.	69,204	1.22
Brockton Last Remodeling 907 Park St., Staughton, Mass.	39,000	1.24
Central Last & Remodeling Co. 808 So. 18th St., St. Louis, Mo.	15,000	1.75

This procurement is for the U. S. Army.

Delivery is scheduled for 20,204 pairs during March, 24,000 pairs in April and 25,000 pairs in May.

The QM Office also announced two awards on QM-30-28-49-479 covering service shoes and boots. E. J. Given Shoe Co., Inc., Rockland, Mass., was awarded a contract for 1,000 pairs of Type II composition sole service shoes at \$5.25 per pair. Endicott-Johnson Corp., Endicott, N. Y., received an order for 3,000 pairs of russet combat service boots at \$7.01 per pair (F.O.B. Contractor's shipping point), and an additional



Fashion says "Suede is Smart"

SO LOOK TO

ROYAL
ARCHER

Because ROYAL ARCHER suedes are easy to work, waterproof, and made with a specially developed, long-life body.

Shoe and handbag manufacturers find the greatest customer satisfaction and the season's smartest colors in ROYAL ARCHER suedes. For actual samples, ask your jobber to show you the newest ROYAL ARCHER suede swatch book.

ARCHER RUBBER COMPANY
MILFORD, MASSACHUSETTS



*Noted For Years As The Makers Of The Finest
In Suede Materials*

200 prs. at \$7.365 per pr. (F.O.B. Eglin AFB, Fla.)

The Navy announced Invitation No. 4039 calling for bids on 8,000 women's service toilet kits. Bids will be opened Feb. 11 at the New York office and delivery will be 50 percent monthly during March and April to the Naval Clothing Depot at Brooklyn, N. Y.

Reorganize Conrad Shoe

Conrad Shoe Co., North Abington, Mass., has been reorganized to operate as the Quigley Shoe Co. and will use the factory of the former company, president David F. Quigley has announced. The new firm plans to hire about 200 workers starting this week and will produce 1800 pairs of shoes daily.

The Conrad Co., employing some 275 workers, was closed several weeks ago (L&S, Jan. 15) due to high manufacturing costs.

According to president Quigley, the new firm has instituted a profit sharing plan giving regular workers 25 percent of all gross profits before federal income taxes. Distribution will be made semi-annually. The company has no union affiliations at present.

"The Quigley Shoe Corp. is being formed to produce shoes for the popular price market," Quigley said. By setting up an organization in which all costs are streamlined and

closely watched and by which all wasteful procedures are eliminated, we feel it could be possible to produce shoes profitably in this area."

Quebracho Control Discontinued by IAPI

The Argentine export trade agency, IAPI, has relinquished its control of quebracho, and while the material will be handled by private interests, the agency will be paid two cents per pound on all quebracho exported.

As a result, increased interest is being shown in the quebracho market which is being quoted at \$230.00 per long ton, or \$1.046 per pound, for solid ordinary. Solid clarified is quoted at \$245.00 per long ton, equal to .1112 per pound.

Army Seeks Boots; Repair Equipment

The Army Purchasing Office, New York, has issued invitations for bids as follows:—

QM-30-280-49-920 for 275,000 pairs of russet combat boots, bids to be opened Feb. 14. Delivery is for May, June and July.

QM-30-280-49-921 for 156,000 pairs of russet boots for delivery in August and September.

QM-30-280-49 for 12,750 pairs of synthetic rubber oil-resisting black heels and 12,750 oil-resisting synthetic full rubber soles. Bids are to

be opened Feb. 9, with delivery by April 30.

QM-30-280-49-908 calls for 25 shoe sanding and bottoming machines. Bids will be opened Feb. 10 for March delivery.

QM-30-280-49-903 calls for 12 finishing, patching and combination sole cutting and skiving machines. Bids will be opened Feb. 10. Delivery to be made May 1 to 10.

QM-30-280-49-902 calls for 1,054 shoe repair tools. Bids will be opened Feb. 10 for April 16-25 delivery.

QM-30-280-49-904 calls for the following shoe repair supplies: 49 leather skiving machines; 19 leather skiving machines; 38 leather splitting and evening, hand operated 6-inch machines; six electric shoe finishing machines; 23 hand operated sole trimming machines; 107 hand operated sole cutter machines. All on items one to six. Bids will be opened Feb. 10, with delivery by June.

Owatonna Hide Co. Warehouse Destroyed

The Medford, Minn., warehouse of the Owatonna (Minn.) Hide and Fur Co., was completely destroyed in a fire Jan. 29, which swept through the building.

While the structure was reported to be a complete loss, trucks and equipment were saved, and business was immediately resumed in a temporary warehouse. The building was fully covered by insurance.

Re-Elect Officers At Julian & Kokege

Herbert N. Lape, Sr., chairman of the board of directors, and Herbert Lape, Jr., president of Julian & Kokege Co., Columbus, O. shoe manufacturers, were renamed along with all other officers and directors at the annual meeting of stockholders and directors Jan. 21. Other officers named were Robert M. Lape, vice president; Edward A. Argus, secretary; and Robert M. Kern, treasurer.

Members of the board of directors include Herbert Lape, Sr., chairman; Herbert Lape, Jr.; Robert M. Lape; Argus; Kern; Felix P. McCarthy; Elmer Kokege; L. L. Beger; and Charles G. Auer.

NHA Convenes May 23-24

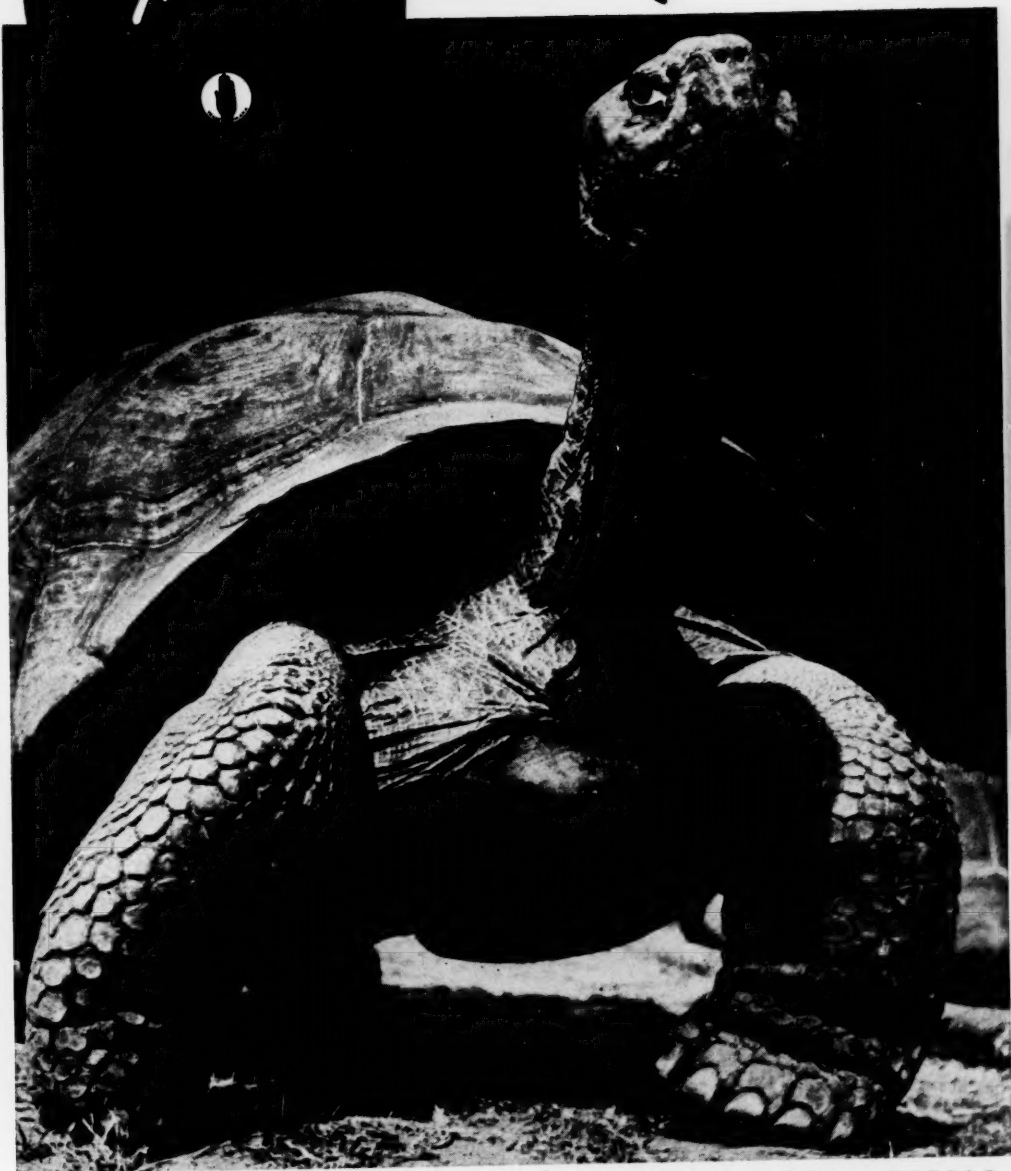
The annual two-day meeting of the National Hide Association will be held at the Brown Hotel, Louisville, Ky., May 23-24. There will be a luncheon at noon on May 23, and a banquet and entertainment that evening.



Twelve pairs of DeLiso Debs to the good. Mrs. Mary Keith, Munster, Ind., housewife, receives twelve pairs of DeLiso Debs and matching handbags as her share in a \$30,000 jackpot won by her husband on NBC's "Truth or Consequences". Sam Sax, owner of Sax Shoe Store, Hammond, Ind., presents her new footwear to Mrs. Keith.

Barbour's
Threads

tough*



* TOUGH...BALANCED...UNIFORM...SMOOTH...STRONG...SUPPLE

Nov. Shoe Output Off 11%

Footwear production during Nov., 1948 totaled 35 million pairs a drop of 11 percent from the Oct. output of 39 million pairs and eight percent less than the Nov., 1947 figures of 38 million pairs, the Bureau of the Census, Dept. of Commerce revealed this week.

Shoe and slipper shipments during Nov. totaled 34 million pairs valued at \$124 million, an average price of \$3.60 per pair as compared with \$3.71 in Oct. Average price

per pair was at its lowest point since May when the average was \$3.59 per pair. The decline in Nov. was accounted for in some part by the decreased output of women's higher priced footwear.

Women's footwear production was 13 million pairs, 19 percent below the Oct. output of 16 million pairs. Men's shoe output fell nine percent, a drop from nine million pairs in Oct. to eight million pairs in Nov. Housewear slippers maintained the Oct. level of five million pairs.

Kind of footwear	November 1948 (preliminary)	Production (thousand pairs) October 1948 (revised)		Percent of change November, 1948 Compared with—	
		November 1947	October 1948	November 1947	October 1947
Shoes and Slippers, Total.....	34,714	39,050	37,982	-11.1	-8.6
Shoes, sandals, and playshoes.....	28,667	33,058	32,561	-13.3	-12.0
Men's	7,813	8,625	8,192	-9.4	-4.6
Youths' and boys'	1,429	1,630	1,626	-12.3	-6.4
Women's	12,874	15,812	15,328	-18.6	-16.0
Misses'	2,026	2,271	2,355	-10.8	-14.0
Children's	1,785	1,781	2,186	0.2	-18.3
Infants'	1,649	1,682	1,649	-2.0	-
Babies'	1,091	1,257	1,325	-13.2	-17.7
Slippers for housewear	5,442	5,351	4,894	1.7	11.2
Athletic	321	349	351	-8.0	-8.6
Other footwear	284	292	176	-2.7	61.4

Minus sign (-) denotes decrease.

Edison Elects 3 V-P's; Moore Regional Manager

Jack Westbrook, Sidney Levinson and Frank Ricca, all former assistant vice presidents of Edison Bros. Stores, St. Louis, have been elected vice presidents of the company. Levinson is merchandise control director and Westbrook and Ricca are executive supervisors. The former is located in the home offices in St. Louis while Westbrook is in Chicago and Ricca in New Orleans.

The company also announced that Tom Moore, manager of Leed's shoe store in Seattle, Wash., has been appointed regional manager. He will make his headquarters in Seattle and will direct the nine Edison Bros. stores in Portland, Eugene and Salem, Oregon; and Seattle, Tacoma and Spokane in Wash. Moore has been associated with the firm for the past 22 years and has managed 16 company stores located in nine states.

Matthews New President At Williams Mfg. Co.

Forest L. Williams and Blaine E. Matthews, who helped develop the Williams Mfg. Co., Portsmouth, O., women's shoe manufacturers, into one of the city's largest industries, have been named chairman of the board and president respectively. Williams was formerly president of the company while Matthews was first vice president and treasurer.

As chairman of the board, Williams replaces his brother, A. Graves Williams, who died in June 1946. The vacancy had remained unfilled to date. Matthews moves up to the presidency to replace Forest Williams.

The two Williams brothers founded the firm in 1921 and Matthews became associated with the company in 1923.

Re-elected officers include: Henry C. Bowman, William O. Lucas, Daniel A. O'Neil and Arthur G. Thatcher, vice presidents; and R. Richard Wieland, secretary. Matthews will continue as treasurer.

Rohm & Haas Scholarships

Rohm & Haas Co., Philadelphia, Pa., has established two new scholarships at the School of Leather and Tanning Technology, Pratt Institute, Brooklyn, N. Y. Purpose: to provide aid and training in the leather industry for young technicians.

James F. Quinn and Edward N. Arthur, both of Salem, Mass., members of the first entering class, were awarded the initial scholarships.

Lynn Mfrs. Counsel Proposes Shoe Board

Immediate and constructive steps must be taken by both shoe manufacturers and workers if the Lynn women's shoe industry, now facing extinction, is to prosper again. Attorney Charles J. Goldman, counsel for the Lynn (Mass.) Shoe Manufacturers Assn., declared recently. In a letter published in the *Lynn Item*, Goldman urged creation of a joint stabilization commission similar to that established by the clothing, garment and ladies' hat industries in New York City.

The Lynn attorney stated that the local shoe industry, beset by labor strife and strikes and faced with a "continuous exodus of factories," will face new wage demands within five months unless better relations are established between management and workers.

("News" continued on page 46)



Shoes

ARTICLE 3

\$300,000,000 A Year For Women's Work Shoes

A vast and profitable new market poses a challenge for the shoe industry. The concluding article of a series opening a virgin field for 30 million extra pairs of shoes yearly.

By Alfred Henderson

THERE are 17 million women customers right now who might be expected to buy as many as 30 million pairs of good, profitable work shoes annually beyond their present consumption. The dollar volume this extra pairage represents, at present shoe prices, might well run to some 300 million dollars a year. The profits on this business would probably run considerably higher than the average for women's shoes because the type of shoes needed are the most profitable to manufacture and sell.

That is the rosy picture that appears in the findings of this post-war study of the needs and desires of women who work.

The other side of the picture—the side that reveals how little has been done to serve and develop this market—is not so rosy. The woman who works is getting more consideration than ever before from employers and from manufacturers and retailers in many fields. Speaking through more than 17,000 women who were questioned in this study, the woman who works feels that shoemen have ignored her on-the-job needs. In answer, many shoe-

men say that proper footwear for women's work use is now available, and that the responsibility for buying and wearing unsuitable work shoes rests on the customer. "Women want glamour, and they are not interested in comfort and health needs," some prominent spokesmen for the women's shoe industry still assert.

Which is right?

Complaints

A large percentage of working women are admittedly wearing improper work shoes. Yet this survey showed that more than 66 percent are dissatisfied with their present work shoes, and that nearly 55 per cent are now buying special shoes for work wear.

Analyzing the thousands of questionnaires answered by women working in many varied occupations in light and heavy industry, clerical fields, retailing, and service trades, together with a substantial opinion from domestic workers and housewives, nine specific challenges to the shoe industry stand out.

1. It is impossible to buy suitable work shoes.

2. The shoes we buy for work do not fit properly.

3. Materials are unsatisfactory and uncomfortable.

4. The shoes we can get do not stand up well under work wear.

5. Shoes for work wear cost too much.

6. Heels break and many shoes are unsafe.

7. Shoes that are supposed to be good for work wear don't look good.

8. We cannot find comfortable work shoes.

9. Most shoe stores do not carry the right kind of shoes for work.

Those complaints are important, whether they are fully justified or not. Development of the women's work shoe market involves directly the supplier, the prospective customer, and, indirectly, many other people such as employers, personnel managers, safety experts, foot health authorities, etc. So those nine basic complaints were taken up with representatives of each of those groups that will influence the success or failure of women's work shoe promotion. The following is a consensus compiled on the findings of

the consumer survey and the views of others who influence the market.

Unsuitable Work Shoes

"It is impossible to buy suitable work shoes." It may be difficult to buy the work shoes wanted by the individual, but it is not impossible. Excluding specialized work shoes, such as safety shoes, nurses shoes, farm shoes, etc., there is a good variety of footwear now being made which meets the requirements of almost any work wear better than the shoes now being worn. From a design and manufacturing viewpoint, the creation of a suitable product for this use involves only the adaptation of existing designs and types for specific occupational needs. It would seldom be necessary to start from scratch. Good fundamental designs and types are already in the works.

The shoe industry has not been as neglectful of women's work shoe needs as the customers may feel. Instead, it might more truthfully be complained that the industry has not completely served the footwear requirements of working women with the products already developed. Much effort is needed by the industry to more satisfactorily serve women workers; much less is required in further development of suitable work footwear itself. Enough manufacturers are now making safety shoes, heavy duty shoes, nurses' shoes, farm shoes, etc. to meet the needs of those specialized occupations. In 1943 there were also over 100 women's shoe manufacturers who were making good utility types of shoes suitable for many types of occupations, and production of these shoes has probably not declined since then.

Poor Fitters

"The shoes we buy for work do not fit properly." There is the crux of the workers' greatest complaints. It is an easily provable fact that most of the shoes women buy for work wear do not fit properly. It is as easily proved that the shoes women buy for dress wear often fit improperly. For this, the responsibility must be shared by fashion promoters, shoe manufacturers, retailers, and the women themselves.

Investigating the fitting complaints of working women, it was found that size runs in most lines of shoes are far too limited to fit properly any foot that is sized and shaped different from what the industry has established as the measurements of "average feet." Yet feet are as difficult to "average" as

any other part of the anatomy and countless women are doomed to trudge many weary miles in an endless search for proper shoe sizes for their feet.

Retailers frequently sell improperly fitted shoes rather than lose a sale, and are often responsible for careless and incompetent fitting of shoes.

Women, on the other hand, will often insist upon purchasing improperly fitting shoes rather than accept a second-choice style. In the name of fashion they may bring on themselves a multitude of ills that detract from their appearance, as well as detracting from their comfort and health. When buying work shoes, women are prone to make and retailers are prone to permit, one of two fitting errors. Either they purchase work shoes as snugly fitting as dress shoes or they go to the other extreme and purchase over-large work shoes in a desire for comfort. In either case, their feet suffer.

The problem of improved fitting of women's shoes is not confined to work footwear. It is not a new problem. It has been the source of much industry discussion. It remains, for most part, unsolved.

Unsatisfactory Materials

"Materials are unsatisfactory and uncomfortable." This was found to be a valid complaint in a study of many of the shoes selected by women workers as most suitable for work wear. It is not a valid complaint against most of the shoes now being manufactured which are actually the most suitable for work wear.

Specific complaints about materials varied greatly. Many workers said the soles and insoles were stiff and uncomfortable. Others said that rubber and synthetic soles caused foot troubles. Materials that caused excessive perspiration problems were complained of frequently. Uncomfortable linings (usually traceable to wrinkled linings in new shoes and worn linings in outworn dress shoes) brought many complaints. Some mentioned hot and heavy upper materials, while others said that flimsy upper materials—usually fabrics—did not support the foot properly at work.

Practically all of these complaints were really caused by selection or acceptance of unsuitable footwear for work, rather than the use of unsuitable materials in the shoes themselves. An exception might be made in the case of many complaints

about "hot" uppers. Many workers who had chosen sturdy five-eyelet oxfords for adequate foot support and comfort at work found them hot and uncomfortable for most occupational wear. This indicates a need for well-placed perforations and cut-outs in work shoes for many occupations, and lighter soles and uppers for others. This is one of those points on which the shoe industry could well start with occupational studies and then adapt existing basic types of footwear to meet the shoe needs of women in various occupations.

Poor Quality

"The shoes we can get do not stand up well under work wear." This common complaint also could be generally traced directly to the wearing of improper footwear, or improperly fitting shoes, at work, rather than to failure in suitable types of properly fitted footwear. However, if the shoe industry makes an occupational study, it would find that many work shoes are subjected to continuous wear at certain points, such as the wear of treadle machine operations on soles, unusual strains at certain points of the uppers, etc. With occupational needs clarified, the industry could develop footwear in which the points of unusual wear were strengthened to prevent failure in performance.

Cost Too Much

"Shoes for work cost too much." The validity of this complaint is open to question. Frequently it was traced to a general resentment against present high clothing costs.

However, it was found that many workers were not able to buy satisfactory shoes for work wear except in the higher priced lines of comfort, orthopedic, walking, and spectator shoes. The shoes were worth the prices asked for them, at today's levels, but an increased range of sizes in medium-priced lines would have enabled these workers to meet their needs with greater economy.

It is peculiar that working women today can buy more suitable work shoes on Fifth Avenue, Michigan Boulevard, Tremont Street, and other avenues of fashion than they can in the stores that operate more closely to the areas of their employment.

Weak Heels

"Heels break and many shoes are unsafe." The most dangerous thing any woman can wear at almost any



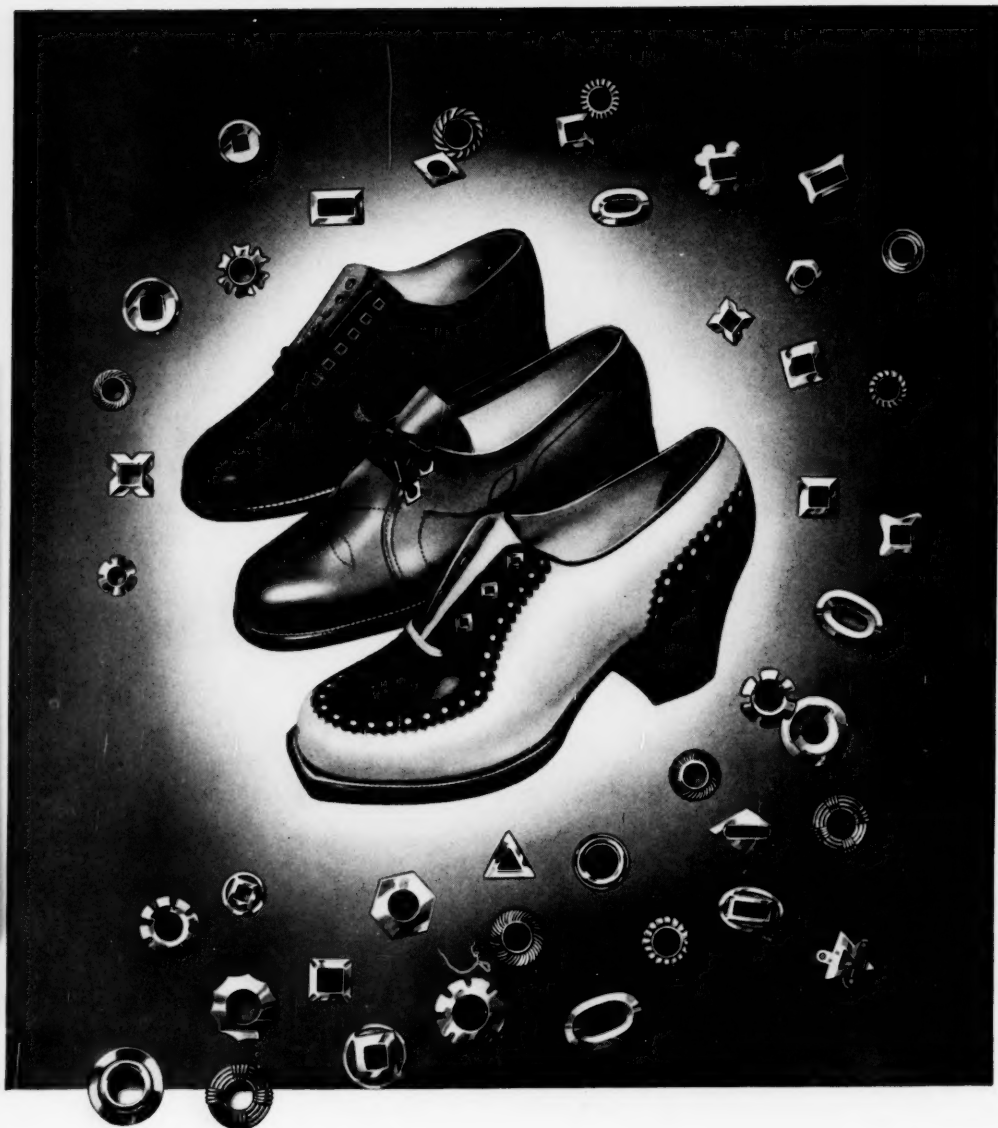
1899 — USMC — 1949

On February 7, 1899, this Corporation was founded and throughout the fifty years of its existence has steadfastly continued in its operating policy to preserve, follow, and develop the basic concept of its founders—the advancement of shoemaking through more efficient machinery, improved supplies, and better service.

The extent to which these purposes have been fulfilled is reflected in the impressive development and growth of the Shoe Industry during the half century now passed. We feel justly proud of our contribution to the advancement of shoemaking during this period. In such a record of progress we find inspiration and confidence to continue our every effort through research and service toward a greater fulfillment of the objectives originally established by the founders of this Corporation.

On the occasion of our Fiftieth Anniversary we wish to express our sincere appreciation to our customers, our suppliers, our employees, and our stockholders for the important parts they have played in our success. For their splendid cooperation and loyal support we are deeply grateful and we invite them to look forward with us to continued success and still greater achievement during the years which lie ahead.

UNITED SHOE MACHINERY CORPORATION



Here are 43 ways to lend a New Style note

United Fancy Eyelets can be the "tremendous trifles" that lift a shoe out of the commonplace and provide a smart accessory at *relatively low cost*. Eyelets like these can be the minor change that makes a major difference in appearance . . . and sales.

Any of these novelty designs can be provided in brass, nickel, copper or colored finishes. Actual sizes are shown. Your eyelet machinery can be modified readily to feed any style. Ask the United Representative about these and other eyelets for special uses.

United Shoe Machinery Corporation
BOSTON, MASSACHUSETTS

kind of work is a pair of shoes with high wood heels. Added danger is involved when the heels are not properly fitted and attached, a frequent complaint in cheaper lines. Wood heels are designed for style and not for work wear. They may break, split, or loosen under work wear strains, causing falls and other serious injuries. Their use is forbidden by many employers and frowned on by others. The blanket complaint that heels break and are unsafe is as unjustified as a complaint that children cut themselves playing with sharp knives. Both charges are true enough, but children are not supposed to play with sharp knives and women with sense enough to hold a job should have sense enough not to wear high wood heels on the job.

Poor Style

"Shoes that are supposed to be good for work don't look good. This complaint was most frequently voiced by office workers, sales clerks, waitresses, and others to whom appearance is more important, personally and as a job-retaining requisite, than to factory workers. Clumsy shoes do detract from neat and attractive feminine appearance. They are as out of place on some jobs as overalls. An industry which has done so much to make smart fashion universally available should be able to design attractive work shoes without neglecting their functional requirements.

Uncomfortable

"We cannot find comfortable work shoes." "Give us more comfort" was the almost universal plea of foot-weary workers. Here again the industry has opportunity for further study of the occupational needs of these customers, and progressive designing and construction to meet the needs more adequately.

Incorrect Types

"Most shoe stores do not carry the right kind of shoes for work." This gets right back to the first complaint—"It is impossible to buy suitable work shoes." There seems to be much justification for complaining about the difficulty of finding suitable women's work shoes. To remove the cause for this complaint, distribution practices must be improved and on at least five counts the entire industry needs to revise its thinking and its practices if it intends to attempt promotion of the full possibilities in the needs of 17 million women for better work shoes.

Industry Fears

1. The industry fears a bogey that women will not accept anything prosaically named a work shoe. "Women want glamour," shoemen reiterate monotonously. So the industry persists in making a fetish of glamour. It will not believe that women who spend a good part of their daily life in the work-a-day atmosphere of industry, commerce, and service will not listen to anything but Hollywood-like appeals and fashions.

But glamour is a relative term. There's a special interpretation of glamour in working conditions, of which the shoe industry seems to have no comprehension. Millions of women work in overalls, coveralls, slacks, etc. They are not ashamed of being women who work, and they are not abashed at shopping for work clothes.

Above all else they want comfort in their work shoes. Styling is important, and good-looking work shoes are essential. But working women realize better than shoemen seem to that women who enjoy the most foot comfort during working hours are most likely to feel up to more social activity in the evening hours, when they will want the industry's most glamorous fashions.

2. Many lines of women's work shoes suitable for work wear, especially in medium and low-priced brackets, are manufactured in a limited range of sizes. This was mentioned before, but bears repeating. The reason for this might be found in the large distribution of women's footwear through volume outlets, and the disinclination of volume retailers in general to risk accumulations of stock remainders at the end of a season.

That risk, however, is inconsiderable in the case of work-type footwear which varies little in style from season to season and is, therefore, subject to few price reductions.

This size problem can be solved by manufacturing more complete size runs, encouraging retailers to stock more complete size runs in this type of shoes, and by setting up in-stock or expedited fill-in facilities at the factory to keep retailers promptly restocked with slower moving sizes.

3. A canvas of representative retail stores and departments in a number of industrial areas bore out the contention that buying suitable women's work footwear under present conditions is difficult. Most of the stores had sketchy stocks of these staple types, and very limited

size ranges. Some had practically none. There was little style variety to be found in such shoes as were available for work wear.

In spite of the fact that each of these stores depends for its existence upon customers who are mostly employed men and women, practically all the shoe promotion, display, and sales effort was devoted to novelty and fashion footwear. Suitable work shoes were obtainable—if at all—only by persistent and insistent customers.

The most careful search in those areas failed to disclose one single shoe store or department with a section devoted to women's work shoes, as such. The nearest thing was an occasional orthopedic and comfort shoe department, not qualified as real work shoe promotion and service.

4. This study reopens the question as to what the shoe industry intends to do about serving better the work shoe needs of its feminine customers.

The Challenge

In the busy war days, a comely parachute factory worker succinctly stated the needs and desires of the whole sisterhood of women who work.

"I want shoes that will help me do my job better," she said. "Shoes that will keep me efficient—can't make mistakes in this work—shoes that will protect my feet when I am near machines, or just standing on my feet for long period. But I don't want the kind of shoes that tear me down, the kind of shoes that make me feel sorry for myself when I look down at my feet and see what I have on them."

What she said spells efficiency, safety, health, and morale.

Women who work want WORK shoes. The industry can provide them with profit to itself. It can cooperate with employers to study specific occupational needs. It can work out a better system of distributing women's work shoes.

The shoe industry is faced with a provable need for some 80 million pairs of additional shoes for women's work wear. It will begin to meet that need only when the whole industry—from designer to retail clerk—faces the facts of life and frankly designs, manufacturers, and sells functionally proper and suitably constructed, comfortable and attractive footwear that it will proudly offer to 17 million customers as WORK SHOES, shorn of masquerading appellations.

Annual Report To Employees

Joyce, Inc., finds a success key to higher production through voluntary worker effort

MOST shoe firms take great pains to compose a detailed, comprehensive Annual Report for their stockholders. But Joyce, Inc., California shoe manufacturer, has gone a step further—has converted the Annual Report to its stockholders into an Annual Report for its employees. By greatly condensing and simplifying the report, the firm's employees now know as much about the firm's income, spending, operations and profits as do the stockholders.

Result: Joyce's employees feel a sense of "belonging"—a factor recognized as one of the most vital ingredients of good labor relations that is translated into savings and profits for the company, and security and good wages for workers.

In early 1948, Joyce, Inc., provided every employee with a copy of the full Annual Report to its stockholders. This in itself was a comparative innovation in the shoe industry. The company, however, felt that though this served as a goodwill gesture, it did not fully accomplish the company's purpose: to inform employees about the status of the firm. The stockholders' report was too complex to be easily absorbed and understood.

Annual Report To Employees

This year Joyce, Inc., specially condensed and simplified its original report and came out with an Annual Report to Employees. This report contained, on a single page and including a graphic chart, all the essential information contained in the stockholders' report. In addition, the simplified report was printed in the company's house organ, "Joyce Footnotes."

The company has one plant in Pasadena, represented by the USWA union, and two Ohio plants which are non-union. The Annual Report identically went to all three plants.

The Annual Report to Employees is not regarded by the company as any panacea in or by itself. It is

only one of several components in the firm's long-range program to establish better mutual understanding of labor and management's problems and through such understanding arrive at better teamwork and friendlier feeling.

But the mere idea of keeping employees informed about company plans and status has brought concrete results. For instance, the company has just gone through a period of major style revisions. Ordinarily these changes would have created a corresponding drop in production. But production held up firmly through the wilfull, cooperative efforts of employees. By voluntary action they saw that output did not sag because of style changes.

During Christmas week when production usually dips a bit, it exceeded full scheduled production at Joyce. And this despite the fact that on one day all the departments had Christmas parties which consumed a good portion of the day; and on another day the plant shut down an hour earlier to give employees time to attend the company's Christmas party. "Everyone," says Palmer Wentworth, the company's director of industrial relations, "just pitched in and made up for lost time."

Employee Attitude

When the Annual Report to Employees was distributed to workers at the company's Columbus, Ohio, plant, several workers openly remarked. "I'm glad to see that the company is making some money." This attitude is quite the opposite of that existing in other shoe plants where employees are heard to comment bitterly about the "big profits being passed around among the bosses in the front office."

Joyce's policy of "no company secrets kept from employees" is paying off. One girl employee showed the Annual Report to her husband, not employed at the plant. He re-

marked, "That's the finest thing I've ever seen any company do. It proves the company is willing to lay its cards face up with the workers."

Along with the Annual Report to Employees, the company's president W. H. Joyce, Jr., issued a brief statement directed to workers. An excerpt:

"In last year's report, I pointed out the circumstances which resulted in a very mediocre profit statement for 1947. Outlining the beginning steps of our plan for physical expansion, increased production and increased sales, I emphasized that Joyce, Inc., is a 'long-range' and not a 'long shot' business. Our necessary expansion came in expensive times, and we met with expected difficulties.

"This year I am pleased to report that our expansion program has made this last twelve months one of the most successful in the 19 years of our history.

"The success of our operations has strengthened our position, insured an even better future, and further improved the security of the people of Joyce, Inc. I am extremely grateful for the loyal, constant and productive efforts of all our people."

Joyce, Inc., is not stopping here. Its program calls for informing employees about economics of the shoe industry, with stress on Joyce's position and problems in the industry. Each employee, moreover, will be shown how his individual efforts contribute to the success of the enterprise, and how the success of the company is essential to his own security.

This is far more than good labor relations. It is something dynamically fresh—an educational program designed to teach employees something about the shoe industry in which they work, and specifically, their personal role and its contribution to the company and the industry. This creates that vital element of *personal interest in the job*. It makes sense. It makes success.

ANNUAL REPORT 1948

HOW JOYCE INC. MADE OUT IN THE YEAR ENDING AUGUST 31, 1948

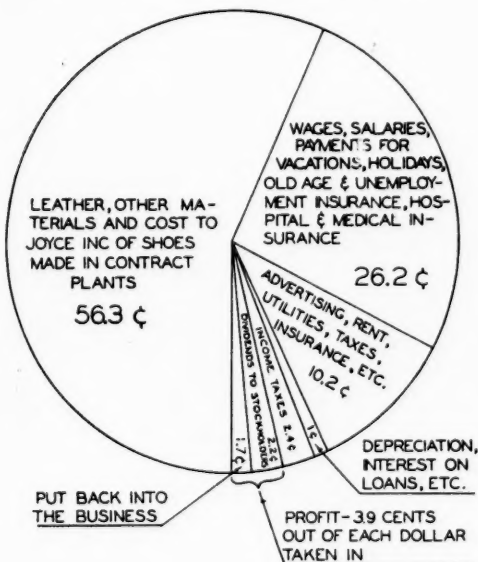
We took in from all sources.....	\$8,635,695
We paid out for expenses.....	8,087,025
Before paying taxes our profit was.....	\$ 548,670
We estimate U. S. and foreign taxes will take	208,561
Leaving as profit for the year.....	\$ 340,106
(This profit is the result of all of our operations—our own factories, our contract factories, our foreign operations, commissions on handbags, patent royalties, etc.)	

WHAT HAPPENED TO THIS PROFIT

1149 stockholders, who own Joyce Inc., received dividends amounting to.....	\$ 190,368
We put back into the business.....	\$ 149,738
	\$ 340,106

HOW WE USED THE MONEY WE TOOK IN

This chart shows how each dollar we took in was divided up.



WHAT JOYCE INC. WAS WORTH ON AUGUST 31, 1948

We had *working capital* in the amount of..... \$1,150,676

(Working capital is the money we use to do business every day. It is needed to finance current operations because a considerable time elapses between purchase of materials, payment of wages and other costs and the returns from sales of our products.)

In addition to our working capital we had land, buildings, machinery and equipment valued on Aug. 31st at..... 388,804

We also had other investments in foreign countries and this country valued on Aug. 31st at..... 211,408

All of the above adds up to..... \$1,750,888

Subtract from this the amount we will still owe on our loan after this year's payments are made. (In January 1948 we obtained a ten-year loan to finance our increased volume of business.)..... 406,000

This gives us Joyce Inc.'s net worth..... \$1,344,888

New Developments

Solvent Pot for Welting Machines

The application of wax to the threads perhaps has never been satisfactory so far as protecting the chain stitch against a short-lived existence. The chain stitch probably never should have been adopted in this vital spot, for the chain of this stitch needs special reinforcing and



lubricating attention. And that is the purpose of the solvent pot illustrated in this instance. The solvent pot corresponds to the old type wax pot. The principle of first hot pitch-type and subsequently cold-process is to coat the thread with added reinforcement. But in the welting operation, the purpose of

wax coating is to fill up the holes made by the needle, so that when the soft wax sets, the combined actions of leather-contracting and wax-setting tend to make a tighter in seam. Unfortunately, most waxes now used do break away in their brittleness as the shoe is worn, eventually causing loose and broken in seams.

The principle now advanced in conjunction with this pot is to pre-coat the thread with a glue derived from casein, albumin, or bone. All these glues are water-soluble; and though the coated thread becomes hard and unyielding, it is a simple matter to run the thread through a solvent pot at the time of operation, as illustrated.

There is no stripper on this solvent pot. The thread passes through a solvent bath, in which the solvent has been incorporated with a plasticizer.

This glue does a better job of sealing the strands of the thread in so close a unity that there is no possibility of stranding. Glue is much more flexible, and it creates better adhesion to the thread, without the danger of later becoming brittle and breaking away.

There are various methods of pre-coating the thread with glue, such as the introduction of glue in dry powdered form either through pressure or low-degree heat.

Hydraulic Automatic Leveller

In this illustration given the jack and the levelling arm resemble the prevailing Model D Automatic Good-year Sole Leveller. But here is an automatic levelling machine that can play an important role in future shoe structure, with its principle of hydraulic control of the spring pressure applied to the shoe bottom.

The writer of this review has



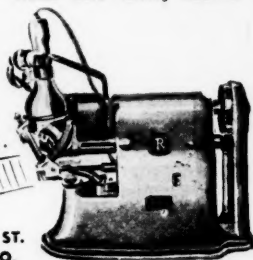
witnessed one of this type in actual performance with the resultant observation that no last could withstand half the pressure of which this kind of machine is capable. It gives one a creepy feeling to hear lasts crack under this pressure—perhaps the shoe manufacturer has other feelings! However, this tremendous pressure is a problem, and has to be controlled in certain parts of the shoe bottom.

One of the difficulties in levelling bottoms has been to avoid the "drop off" of the levelling roll as it leaves the shoe tip. Actually, the shoe breaks away from the roll which merely oscillates and rolls, but the impression is that the roll runs off the toe of the shoe bottom. When the roll runs off the toe it is apt to scuff the tip so as to leave a stubby and distorted upturn of the welt and sole at the toe. In the




A COMPLETE BINDING SERVICE

"The Rotary Way" combines the use of "Rotary" full and semi-coated French Cord Binding with the "Rotary" French Cord Turning machine, a notably effective method for producing results that can up your sales. Our exclusive coatings, when used with our equipment, are guaranteed not to clog machine mechanism.



Rotary MACHINE CO., INC., LYNN, MASS.

1408 LOCUST ST.
ST. LOUIS, MO.

A detailed black and white illustration of a shoe, possibly a dress shoe, with a paper insert placed inside it. The insert contains text. The background is dark and textured, with a large, stylized, swirling pattern that resembles a snake or a dragon's body, adding a mythical or 'reptilian' theme to the advertisement. The shoe is shown from a side profile, with the paper insert covering the interior of the footbed.

They're all Allergic ...to Vapor

They just can't take it!

Genuine reptiles are usually bark-tanned and are quickly and permanently discolored by steam.

Do not attempt to steam-soften thermoplastic box toes in reptile uppers. Get your Beckwith agent's recommendation in advance of cutting uppers.

Depending upon which practice your conditions best favor, he can either supply you with dry heaters or arrange for your temporary use of canned prepared solvent box toes which require no solvent wetting at pulling-over.

Beckwith

past, the trick has been to keep the toe rest low enough to guarantee that the roll will level off at this last phase of levelling.

With terrific pressure possible in hydraulic controlled springs, more exact and precise mechanisms are needed. The link-like lever connecting the jack mechanism to the machine proper is synchronized to release the pressure just as the pressure roll is about to go over and off the toe of the shoe bottom.

Note also the splendid shoe support on the cone of the last, to protect the last from breakage during the levelling strain.

"Rotarienne" Shoes

A novel type of heel, known as the Rotarienne, is shaped like a circle. The heel is centered so that the weight of the body is evenly balanced, thus making walking and standing more comfortable, it is claimed. The heel is attached with a plate and screw. The heel lift itself turns slightly with each step (due to friction against the ground), thus preventing the heel from running over, so that an even tread is maintained at all times. The base of the heel is made of bakelite.

But these shoes contain other new

features. The toe has a one-inch toe spring, the heel a 3/16 inch spring, together creating a rocker effect in walking. The rocker prevents the insole from buckling, also permitting the use of a shorter vamp, eliminat-



ing the common wrinkling across the toes. The heel pitch eliminates a shank of any kind in the shoe.

To insure rigidity on the bottom

of the shoe, the insole is channelled all around and sole leather is used to fill the space between the ribs instead of using a soft bottom filler. A full middle sole is also used.

Grained and burnished insoles and full leather linings are used to prevent any friction inside the shoe.

Ventilation eyelets are an optional feature as far as the consumer is concerned. The retailer inserts them only at the request of the consumer.

The shoe can be made on men's, women's or children's lasts.

Wood Heel Machine

Development of a machine employing new principles that are the first fundamental change in 75 years of wood heel making has been announced.

This machine is entirely automatic and will perform in one operation what has heretofore taken three separate machines. The wood heel block is placed on a belt conveyor and is turned, spooled and graded without removing from the machine so smooth that no sanding is required because no back line is left on the finished heel, as the heel is turned against a single spindle whereas present and previous ma-

THERE'S NONE TO EQUAL THE

IT HAS THE PROPERTIES

- 1 for Perfect Filling
- 2 for Covering Defects
- 3 for Ease of Application...
(no brush marks)
- 4 for Uniformity
- 5 for Giving a High Gloss Finish

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The Howard Irwin Co., 208 N. Wells St. McClarin-Bedford, 54 Frederick St., Manover, Penn.

**BRILLIANT
GLOSSY
BLACK of
HADLEY'S
"RAVEN-HUE"
Shank
Blacking**



SOLE LEATHER

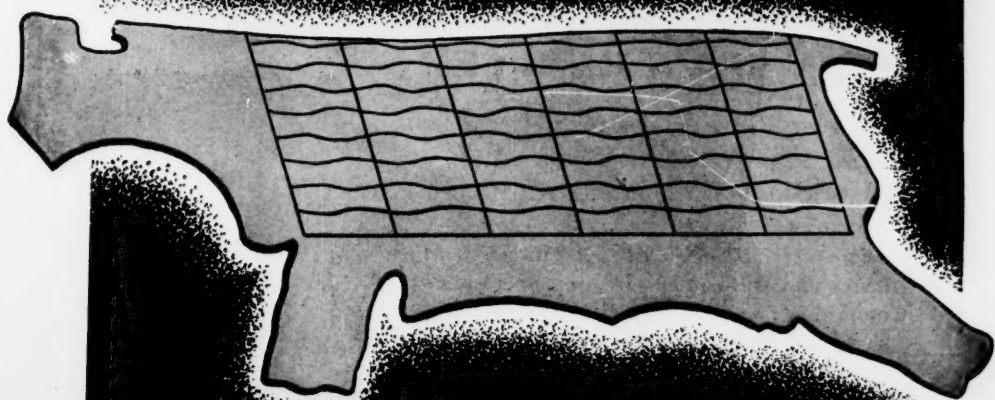
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Inc.

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- ★ 113-125 NORTH GREEN STREET, CHICAGO, ILL.



CUT SOLES

by

TANNERS CUT-SOLE DIVISION

BOSTON ST. LOUIS CHICAGO

chines used two spindles, cutting each side of the heel separately, causing a back line where the two cuttings meet. This is the only machine known that will produce a wood heel with no tear-outs to show through the covering on finished heel.

The device not only offers greater flexibility in heel design and lower production cost, but, because of its ability to produce heels of strictly uniform size and accuracy, promises to open up the field for replaceable tops on a practical basis. This will permit the shoe manufacturer to enclose extra taps with each pair of shoes which can be attached by anyone without the consumer going to the repair shop every few weeks for new toplifts.

Another advantage is that this machine will produce wedges more accurately and economically on present designs, and will permit shoe stylists to design new creations of wedges as well as heels.

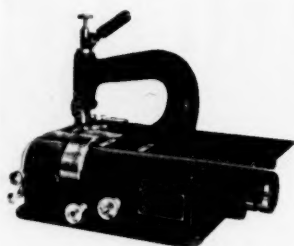
This new development claims to free the wood heel industry from the mechanical limitations of present machines, which were designed to make wood heels with definite characteristics on a volume basis; whereas, the new development is able not only to make wood heels

but other products of varied design and measurement.

Successful pilot models have been operating for a period of time, but the trade will not be able to get the full benefits of this development until the latter part of the year 1949, when a quantity of production machines are expected to be in use.

Skiving Machine

A new and improved skiving machine for use in shoe factories



claims to give more than a double working surface—133 square inches of unobstructed working surface in comparison to 56 square inches formerly. The machine also has an

easier operating foot lifter, and may be equipped with high speed gears. All belts are covered. The manufacturer states that the device provides higher production at lower cost.

Sewing Machine Motor Drive

Applicable to industrial sewing machines, including those used in the shoe industry, is a new power apparatus known as the Amco Motor Drive, which the manufacturers state is "the biggest single step forward in design and construction since the invention of the individual motor drive" for sewing machines.

The new motor drive is fully enclosed. All ball bearings are pre-lubricated and sealed. No lubrication is necessary for at least five years. The unit has a quick belt release, while the friction and brake are guaranteed for five years.

Thread-Trimming Machine

Adapted for use in shoe factories as well as other types of manufacturing plants is a new thread-

BOSTON SEAM REDUCER

Seam joints on Goodyear stitched moccasin vamps can be reduced in one quick operation on this machine.

Bulky seams are definitely reduced with no fracture of the stitches and subsequent stitching operations are aided through this reduction in bulk.

The Boston Seam Reducer can be used with or without heat. The required pressure is easily adjustable for doing non-slip lining back seams, toe lining two-piece seams and lining quarter seams.

Seams pressed by this method do not chafe the wearer's feet.

BOSTON MACHINE WORKS CO.
LYNN MASS. U.S.A.

BRANCH OFFICES:

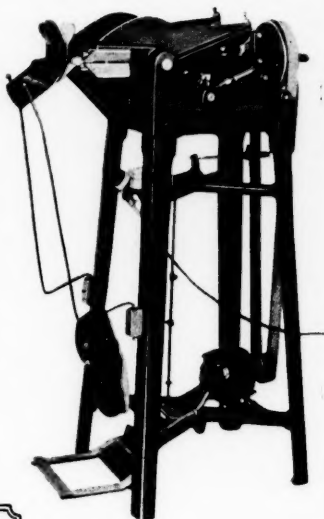
Whitman, Mass.
Johnson City, N.Y.

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Cincinnati, Ohio

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EVERYTHING IN THE
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"The Platinum of Leathers"

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For Tips on Children's Shoes

The HUCH LEATHER COMPANY

Tannery and Main Office

1525 W. HOMER ST., CHICAGO, ILL.

Kay & Barnes, Inc., 93 South St., Boston, Mass.

trimming machine which automatically trims and cleans loose-end threads. It is distributed under the name of Trim-Master.

This unique apparatus functions on a suction principle which lifts loose threads away from the object being worked on so that the threads can be snipped off by power-operated trimming blades. The suction system then carries the trimmed threads off through ducts to a removable waste box in an enclosed housing. The manufacturer claims that by use of the device operator fatigue is substantially reduced.

Laminated Fabric Sole

The illustration shows a beach or lounging type shoe, whose popularity depends on lower cost, hence the need for a long-wearing sole at low cost.

The sole, stresses the use of a



special cloth adapted to this sole construction, notably layers of the popular terry cloth used, for in-

stance, for bath robes. This terry cloth is applied to the bottom of the shoe in layer form, each layer coated with rubber-like materials for bonding purposes. The loop weave of the terry cloth is credited with being particularly suitable for this purpose.

These layers of terry cloth in combination with latex or neoprene are applied with a kind of spatula to squeeze out all air between the parts.

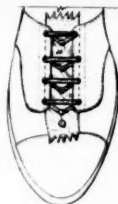
Starch or wood flour is recommended for thickening the neoprene in the outer applications. This for greater wearing surfaces.

This type of shoe sole claims advantages of great elasticity and buoyancy in walking, and free from tendencies to break or crack.

Knotless Shoe Lace

The outstanding features of this construction embody a kind of loose-tongued arrangement to which one center of the four individual laces is fastened. This does not comprise one continuous lace but four individual laces for each pair of eyelet holes. Once the ultimate tightness is estimated to the necessary length of individual lacing, it is cut and fastened at either end to a cen-

tral point half way across the movable tongue. To pull the loose tongue downwards is to tighten the closure; and in reverse, the opening



is widened for easy entrance of the foot.

These predetermined lace pieces each are attached by a snap or similar arrangement, so that as the shoe becomes worn and stretched, these individual pieces of lacing may be cut and so shorten or tighten the opening.

On the lower part of this movable tongue, one may note the top section of a snap fastening; and on the vamp of the shoe, not visible owing to the tongue covering, the other part of the snap is attached. This keeps the shoe tightly laced at all times.

This construction offers a variety of fastenings; that is, one may place

WINSLOW



KIDDIE CHROME
FULL CHROME TANNED
LAMBSKINS

WINSLOW BROS. & SMITH COMPANY

STORES: BOSTON, 97 SOUTH ST. • NEW YORK, 12 SPRUCE STREET • CHICAGO, 173 NO. FRANKLIN ST.



FIRST QUALITY

Many manufacturers who carefully guard their built-up prestige insure the superior quality of their products by using THIELE LEATHERS, because they have entire confidence in Thiele's set policy of uniformly-high standard quality through every phase of Tanning.

• SPORTING GOODS and GLOVE LEATHERS •
GARMENT • HORSE • COW BELLIES • DEERSKINS • SPLITS
Also Contract Work

127 N. 27th St., Milwaukee 8, Wis.

THIELE TANNING COMPANY

several snap fastenings on the vamp if it is important to secure several stages of opening the shoe closure.

This separate loop arrangement for each pair of eyelets, absence of knotting, and ease of adjustment all make for a new shoe lace comfortable and simple.

Automatic Heel Scouring Machine

An automatic heel scouring machine that takes this operation out of the "skilled labor" class and can be operated by an inexperienced operator has been placed on the market.

The operator places a heel on the jack and then the machine automatically presses the heel against the sandpaper with a rotating motion, sanding all exposed surfaces with the exception of the breast of heel. After the heel has been thoroughly smoothed, including the elimination of any back line, the jack automatically swings away from the sandpaper and ejects the heel into a container placed alongside of the machine for this purpose and returns to original position and stops, ready for the next heel to be placed on the jack.

This machine will scour up to

sixty heels a minute and will perform efficiently on all types of heels, including Louis and French Louis.

Platform Wedge Heel Cementer

As fast as the operator can feed the work to the rolls, this machine engages the sole at the toe end at normal sole thickness. From this point on the sole is automatically centralized to position the wedge heel through the median line of travel to insure an evenly distributed deposit of cement.

As the sole progresses through the machine the pressure roll ascends the incline of the wedge heel to the point of ejection where it then returns with a hurried hush without shock to engage the next sole in sequence.

Hand Label Gummer

A new label gummer is claimed to cut "cleanup" time by as much as 90 percent. It is a small, light, portable device which can be shifted with ease to any working area. There is a control feature to govern the amount of glue required on the label. Roller speed is 90 feet per minute, which allows two operators

to apply adhesive as fast as they can work. Thirty to 70 labels a minute can be applied, depending on the operator and size of label. The manufacturer claims that the adhesive applies evenly and without excess. The apparatus comes in sizes which can take labels up to 16 inches wide for all-over gumming.

Conditioning Box Toes

But the immediate interest here is in better methods of keeping box toes of the thermoplastic variety in condition before using.

One method of keeping such in condition for the lasting operation is to keep them in an air-proof container so that the solution will not evaporate. Perhaps it might be more exact to say that the box toes are permeated with a solution, and that the box toes are maintained in a malleable condition by the presence of a solvent in this tightly closed container.

One drawback arises from the need to keep the solution properly dispersed; that is, the part of the box toe nearer the foot should be more yielding than the front, where greater stiffness is needed. Un-

NEW BOOK — JUST OFF THE PRESS — BANK
LOANS TO SHOE MANUFACTURERS BY E. MOR-
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17 CHAPTERS — WITH COMPARATIVE TABLES.
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THE ONLY BOOK OF ITS KIND IN THE INDUSTRY

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the INSIDE
story of
all good shoes

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BOSTON 11, MASS.

HUBBARD 2-0737

fortunately, when these box toes are kept for any length of time in storage, there is a seepage of the solution into other parts of the box toe.

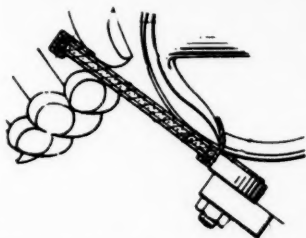
The remedy is to jell the solution to prevent seepage. This jelling effect is obtained by using the agency of borax in cases where the stiffening solution is nitrocellulose. Ammonia or hexamethylene tetramine also are used.

With this corrective treatment, the box toes are placed in the container between layers of grease-proof paper, sealed and thus prepared for marketing.

Simplified Wrapper Lasting Machine

A wrapper lasting machine that may be used equally well in the folding of binding material about an insole or platform has a definite field, especially when the construction of it is such that the work operated on is visible at all times.

The machine illustrated will reduce waste in materials and loss of



labor in tearing off and re-attaching bindings. The machine may be stopped immediately before the completion of the operation if there becomes visible faulty work, such as the binding too loosely folded, which if continued till the completion of the operation would mean the throwing out of the work or costly labor-consuming repairing.

The machine may be used either for platform folding or wrapper lasting, or perhaps shoe lasting of certain kinds, all indicated by the mechanism, which comprises a folding wheel, a guide, and a finger that may be opened for the insertion of the tape and then closed so that the finger lies deeply, towards the sole edge, between the folding material and the coated insole, coated with cement.

The reason for mentioning the coating of cement on the sole, and also on the folding material, demonstrates that the iron is also heated, which in the passage of the work



WE LIKE TO KEEP ACTIVE IN MAINE



"The early settlers of this country used real horse-sense when it came to getting work done. Those who didn't do an honest day's work just didn't eat.

"As I have watched things over the years, I have come to the conclusion that there is no substitute for hard work. Those who get the best things out of life are those who work for them and enjoy the work they are doing.

"Take my work in the shoe factory . . . I have worked here for eighteen years and believe me I have really enjoyed every minute of it. Although I do only a small part of the work turned out on each shoe, I take a great deal of pride in the part I do. We all enjoy our work better because we turn out a good finished product.

"One thing that helps in my work is my home life. I own a little farm that keeps me busy nights, mornings and weekends. I also enjoy hunting, have a good bird dog and whenever I get time during hunting season, we're off to the woods. Yes, Maine is a grand state in which to live, work and play."

Maurice Norton

Maurice Norton is typical of thousands of Maine workers who take pride in their work and really get the most out of life. Excellent manpower is only one of the many advantages you'll find when you locate your plant in Maine. These include: easy access to the nation's largest markets; many raw materials close by; pure processing water; year round production weather; excellent transportation; fair taxes, no State sales tax, no State income tax.

If you are planning to move, expand or decentralize, it will pay you to investigate the industrial advantages of Maine. Write for free booklet, "Industrial Maine".

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SHOE MAKING
INDUSTRY**

MAINE DEVELOPMENT COMMISSION, 844 STATE HOUSE, AUGUSTA, MAINE

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A Backing Problem? Just Dial Evergreen 9-5445 and Relax...

A BIG NEW PLANT specially equipped to serve your every Backing and Combining need. And Peters' 69 years of cumulative experience assures complete satisfaction of your most exacting requirement.

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WITH THE CUMULATIVE KNOW HOW OF 4 GENERATIONS...SINCE 1879

tough

* see page 13

MALIS LEATHER CO.

Tanners



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TIPPING

Flexible Splits

EAGLE-OTTAWA LEATHER COMPANY, GRAND HAVEN, MICH.

insures a kind of thermoplastic treatment on the parts to be bonded.

This means a quicker, more certain bonding of the parts to be either lasted or folded over. In this way, constant and sure pressure is applied to the parts to be lasted or folded. Here is a machine whose moving parts not only are quite visible but can be controlled by stopping the machine instantly when any defect in the operation becomes visible.

Thermoplastic Sole-Attaching

Thermoplastic attaching of outsoles is a promising feature in shoe-making. Older methods utilizing latex and cellulose agents requiring solvents and other softening mediums may lose favor to this newer, cheaper, faster, and safer method, so far as bonding goes. The only really popular machine for thermoplastic attaching in bottoming work is the insole rib attaching machine. This use of thermoplastic has demonstrated that even a mere strip of insole canvas can achieve as much strength as the overall piece of canvas used in the older gum duck, coated, method.

The overhead feed and pressing roll self-explain their functions. But there is also another part of this machine, the heated fin that passes through the welt and sole-facing surfaces during the feeding and pressing operations.

This heated blade has to precede the pressure application in order to soften and condition the plastic-coated surfaces of sole and welt. And the heating is accomplished so quickly as to be almost simultaneous. Thus the timing of the heating of the plastic can be done immediately before the feed pressure.

The same treatment is given McKay or Compo sole attaching. The reference here to Compo does not refer to Cellulose Cement, the use of solvents, and so on, but rather to point out the idea of flat lasting; that is, McKay, Compo, Littleway, and similar types of bottoms all require the same kind of lasting, flat flat as compared with the Goodyear.

The machine also uses a similar fin or heating blade as on welt work, all with the addition of a horn for attaching soles off the last.

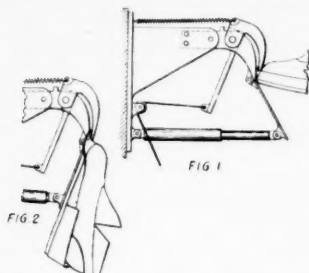
The features of both these machines are simplicity of machine structure, simplicity of labor opera-

tion, elimination of costly solvents and operations, and more efficient bonding at greater production speed.

Wrapper Turning Device

Figure 1 shows the construction of a device that promises to make for better quality and faster production in turning down wrappers. It comprises a wall plate and bracket to which is riveted a part comparable to the lower jaw of a hand pincer. To this jaw is hinged a flat plate or table, which in turn is attached to a piston or plunger held extended by an inside pressure spring.

Above this lower jaw is the mov-



ing jaw of this pincer arrangement. The top pincer is held open when not in use by a pull spring, illustrated.

Figure 2 shows the second step in the operation of turning down a wrapper. The very first step in this operation is to slip the unturned

wrapper up into the top pincer (Fig. 1), which immediately is closed by the foot treadle pressure. Once the shoe is so secured, the operator, with foot still bearing down on the treadle, takes either hand to tip down the shoe in the direction of the inclined table. This table offers a resisting pressure that balances and steadies the turning operation in order that the turning may be done smoothly and without tearing the wrapper.

Figure 2 reveals the last step in this operation. The table angle has been pushed against the plunger spring quite beyond center—and the toe is all done. The same routine of operations may be repeated on the heel end of the shoe. There is now no problem in turning down the sides of the wrapper.

Thermoplastic Box Toe

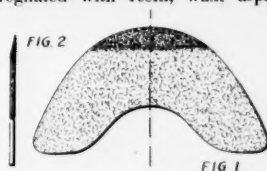
A new step in box toe structure may prove good news for the shoe manufacturer. The thermoplastic box toe has meant faster production at reduced labor cost, and smoother and cleaner shoe structure.

This box toe is inserted dry in the shoe at the time of pulling-over of the upper. It is applied and worked as any prevailing box toe with the possible variation being placed in the shoe while the latter is being heated in the steam box that softens the upper preparatory to charring.

Figure 1 shows how the box toe material is treated with stiffening

agents. Figure 2 shows the bevel at the tip end.

The base may be wool felt impregnated with resin, wax, asphalt-



tum, rubber, or other hydrocarbon blended to soften with an adhesive surface when subjected to heat of 210 degrees F.

For those interested in possible impregnating compounds, one given comprises:

	Pounds
Rosin	4,400
Copal	700
Hydrated lime	115
Hard wax montan, or candelilla	1,000
China-wood oil	

Another formula:

	Parts
Rosin	50
Limed rosin	15
Rubber scrap	10
Stearic resin	5
Hard wax	20

Up to this point, the box toe is completely thermoplastic and has an undesirable tackiness when subjected to heat. A nonadhesive film coating may be given one or both sides of this box toe.

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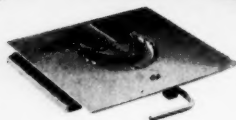
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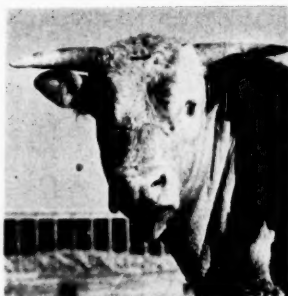
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LETTERS and INQUIRIES

EDITOR, LEATHER AND SHOES
CHICAGO, ILLINOIS

Just before the Christmas holidays I was discoursing to my family on the meaning of Christmas in its proper sense and implications. I told them that I had found, progressively, that Christmas had become a mere conventional holiday and that its real purport had been lost under an avalanche of commercialism.

In your issue of 25th December 1948 I found an editorial entitled "Christmas is not a holiday" which so fully covers all that I myself think on the subject, that I cannot refrain from writing to you to thank you for the very fine article. I have cut it out and placed it under the glass on my desk.

I might add that I consider the sentiments expressed in this article so fine, that I regret that its perusal has probably been restricted to those who subscribe to your paper. This essay should find its place in one of the magazines in this country devoted to belle lettres. However, all the more credit to a trade paper which found space for matter which does not deal with "the business in hand" as such but, if one might use the term, the spiritual side which should and sometimes is associated with business.

I just recall that I first became a subscriber of your magazine, forty years ago, in 1909. I was Secretary and Commercial Manager of the Shanghai Tanners Co. Ltd.

Paul Komor
Shanghai, China
and
Santa Cruz, Calif.

EDITOR, LEATHER AND SHOES
CHICAGO, ILLINOIS

Your editorial under the heading, "A Nation in Transit," was carefully read and greatly enjoyed.

Consider the article about the best on the "Trend of the Times," it has been my privilege to read and digest. It would be a great aid to their thinking and acting if more of their people, especially those in business, could have the opportunity of reading your article.

Do not think me presumptuous, but would like to see it in pamphlet form so that it could be carried in a pocket and passed around where it would do the most good.

We enjoy your magazine very much as it keeps us posted on the hide and leather markets.

Samuel F. Davis
Tanners Leather Co.,
Dallas, Texas

LABOR NEWS

SPOT News

The National Labor Relations Board has granted a petition of the **United Shoe Workers of America, CIO**, for an election in the Brockton, Mass. area to determine the bargaining agent for workers in the shoe and cut sole industry. The election, to be held within 30 days from Jan. 19, will affect some 6000 shoe workers employed in 22 factories of the Associated Shoe Industries, Inc., and approximately 700 cut sole workers in 20 ASI factories.

In addition to the **Brotherhood of Shoe and Allied Craftsmen**, present bargaining agent, the ballot will include the **USWA** as petitioners and the **Boot and Shoe Workers Union, AFL**, as intervenors.

Four shoe plants, the **Brockton Maid Shoe Co.**, **Sarrah-Sandler Co.**, **Sportwelt Shoe Co.**, and the **Victory Shoe Co.**, as well as the **Daly Bros. Cut Sole Co.**, **Holbrook**, none of which is an ASI member, will hold separate elections.

CIO employees of the **Toby True Shoe Co.**, **Haverhill**, have voted unanimously to reject the company's offer for a guaranteed annual minimum wage plan. The firm, employing 450 workers, had recently announced its decision to remain in **Haverhill** after contemplating a new location.

Manager-treasurer **Joseph C. Goyette** of the **USWA** said that the plan paid workers for 2000 hours the same amount of money they earned last year while working 1600 hours. Under the formula, he claimed, minimum annual working hours would be set at 1800 and maximum at 2000, representing wage reductions of nine to 20 percent for all workers.

The **Montreal Boot and Shoe Workers Union** has forwarded a message to Prime Minister **St. Laurent** protesting the hiring of displaced persons by a **Montreal** shoe plant. The message, signed by **Henri Larocque**, bargaining agent for the union, claims that 20 Latvian, Estonian and Polish DP's had been sent by the unemployment insurance division to work at the **Dominion Wood Heel Corp.**

The union claims that 100 French-Canadian employees have been locked out for 10 weeks because the company has refused to bargain collectively.

William A. Hazell, **New York** state labor mediator, has intervened in a wage deadlock existing between leather workers of **Local 202, International Fur & Leather Workers Union, CIO**, and the **Tanners Assn. of Fulton County**. Negotiations have been at a standstill since early last Dec.

Members of **Local 265, IFLWU**, have voted to continue their strike

against the **Virginia Oak Tannery**, **Luray, Va.** At a weekly strike meeting, workers approved a report of the general executive board promising full support to the strike which began on May 28 of last year.

The board pledged \$50,000 financial aid and promised it would intensify its legal battle now in progress to have the courts set aside penalties recently imposed on the union and striking workers.

Employees of the **Brown Shoe Co.**, plant in **Festus, Mo.**, have voted 158 to 37 in favor of representation by the **USWA, CIO**, as bargaining agent. **Boot and Shoe Workers Union, Local 665, AFL**, agent for the past eight years, protested the election, claiming its present contract bars such action.

Not a single vote was cast for "no union". The CIO union expects certification shortly and will send a charter to the **International office**.

At a recent executive board meeting held by the **IFLWU** in **Boston**, the **Midwest** district reported fourth-round wage increases of 10 to 11 cents for approximately 3200 workers. The union said that a total of \$24,960,000 in wage increases, increased holidays and vacations and health and life insurance were won by fur and leather workers during 1948.

President **Ben Gold** announced that the **Fur Division** was pledging an initial contribution of \$100,000 in case of a general strike of **New England** leather workers. The union is still negotiating with officials of the **Kirstein Leather and Kirstein Tanning companies** in **Peabody, Mass.**

Representatives of the **Mass. Leather Manufacturers Assn.**, the **Local 21, International Fur & Leather Workers Union, CIO**, are still negotiating a new 1949 contract. Prolonged meetings were held in **Peabody, Mass.** this week with no immediate decision reached. **Bertram W. Creese**, secretary of the association, reports that the 1948 contract, previously extended to Jan. 31, 1949, has expired and workers are now operating without a contract. A federal conciliator has been called in aid in settlement of terms affecting tanneries in **Peabody, Salem, Danvers, Lynn, Woburn, Beverly and Winchester**.

Operations at the **Preston Shoe Co.**, **Lynn, Mass.**, were suspended temporarily and 150 employees forced into idleness after a walkout recently by pump stitchers employed by the company. Although the firm is reported to have a contract with the **USWA** barring walkouts, the pump stitchers left after a dispute over prices.

Negotiations for a settlement have begun between union and company representatives.

Massachusetts

● Operations of **Royce Baby Shoe Co.**, **Boston** manufacturers of baby shoes, have been reported as temporarily suspended. **Roy Sheinwald** is owner.

● **Auerbach Shoe Co.**, **Boston** manufacturer of women's and children's shoes, has paid creditors the 32½ percent cash part of a 40 percent settlement.

● **John Sloane**, chairman of the **W. L. Douglas Shoe Co.**, **Boston**, stockholders committee, reports in a letter to stockholders that response of stockholders, preferred and common, to the committee's proxy requests have been "most gratifying". The committee has obtained the services of a shoe expert to act as consultant to the proposed new board of directors.

● **Martin S. Morton**, hide and skin dealer, is presently making a world wide study of goatskin markets. He is first attending the **Olympia Shoe and Leather Fair** in **London, England**, and will then visit **Karachi and Lahore** in **Pakistan** and **Calcutta and Madras** in **India**. He will return in April.

● **David Ashkenazy** is reported to have designed from **Vanity Shoe Co., Lynn**. His interest has been purchased by **Arthur Rubin**, president of the corporation.

● Officers named at the recent annual meeting of the **Irving Tanning Co.**, **Boston**, are **Max Kirstein**, president; **August Boss**, vice president in charge of sales; **James J. Caulfield**, vice president in charge of production; **Ida Kirstein**, asst. treasurer, and **Sol Stockman**, director.

● **Jack Mendelsohn**, former leather buyer for the **Louis Salvage Shoe Co.**, **Manchester, N. H.**, was given a testimonial dinner recently by a group of **Boston** leather and shoe men. **Mendelsohn** has resigned and is leaving shortly for **California**.

● **Kiddie Craft Shoe Co., Inc.**, was recently opened in **Haverhill** by **Arnold Hasty, Samuel Riley and William Ducharne**. The firm will make infants' and children's moccasins in all colors to retail at \$5 as well as oxfords and boots retailing at \$4. Present capacity of the plant is 15 cases per day.

● **Pentucket Footwear, Inc.**, **Haverhill**, has announced an award to employees offering best suggestions for improving the firm's factory.

● **Joseph Fox** is opening a wholesale shoe business in **Haverhill**. It will be called the **Haverhill Shoe Jobbing Co.** **Fox** was part owner of the **Fox Shoe Co.** as well as the **Fobern Shoe Co.**, both of **Haverhill**.

New Hampshire

● B & C Shoe Co., Manchester, has begun production on a line of California style casual shoes. The firm is continuing its regular line of novelty shoes.

● Cortell Shoe Co., Manchester, is making a new type ballerina shoe bound with a grosgrain ribbon, ending with a bow in the back. The shoe is made with an inside wedge and retails for \$2.95.

● Pittsfield Shoe Co., Pittsfield, is making a new line of shoes on a baby doll last to retail at \$5 and \$6. The shoes come in high and Cuban heels.

Maine

● Penobscot Shoe Co., and Old Town Shoe Co., Old Town, have announced the opening of a New York office under the direction of Myron B. Wold at 47 West 34th St. The complete lines of Penobscot Trampeze and Old Maine Trotters will be shown.

New Hampshire

● Harry Aronson has been appointed sales manager in charge of merchandising and styling for Myrna Shoe Co., Manchester. He was formerly associated with the Martin-Tickels Shoe Co. The firm is making a new line of baby doll styles.

New York

● Samuel B. Vaisey, president, and Robert A. Bristol, vice president of the Vaisey-Bristol Shoe Co., have added 40,000 square feet of factory

footage through the recent purchase of another plant in Rochester, N. Y. The new plant will be used for production and warehousing of Jumping-Jack shoes, which are also produced at plants in Skowhegan, Me., and Monett, Mo. The firm expects to be able to warehouse a sufficient number of Jumping-Jack shoes to provide all dealers with "in-stock" service in the near future. All plants of the concern are working at top capacity.

● Nat Madow of Desco Shoe Corp. has been placed in charge of sales in New England. He will be located at Long Island City.

Washington, D. C.

● Sales of luggage for the first half of the fiscal year from July 1 through Dec. 31, 1948, showed a fairly heavy gain over the same period in 1947, judging from Internal Revenue Bureau collections of excise taxes from retailers. Tax receipts were \$38,580,395 or some \$1,432,603 ahead of the preceding period. Holiday sales in Dec. were lower than 1947 with collections set at \$7,412,970 as compared to \$7,644,010 for Dec., 1947.

● Profits in the leather and leather products industries for the third quarter of 1948 showed a moderate gain over the two preceding quarters, according to Federal Trade Commission and Security and Exchange Commission studies of all U. S. manufacturers. Profit "in cents per dollar of sale" after federal taxes were given as 3.7 for the third quarter,

3.4 for the second, and 3.5 for the first. The quarterly rate of return on stockholders equity after federal taxes was given as 2.9, 2.6 and 3.0 for the quarters.

● The British Token Import Plan will be continued in 1948 with no commodity additions, the Office of International Trade has learned from the British Commonwealth Branch. Leather products involved are: fancy leather goods, excluding trunks, traveling bags, handbags, wallets and pouches; leather footwear; and leather gloves, excluding industrial gloves.

● Shoes will be an important part of a distribution of \$100,000 worth of American Red Cross emergency supplies for Greece.

Illinois

● J. K. Reynolds Co., Chicago, has been appointed to represent A. H. Ross & Sons Co., Chicago Tanner, in Milwaukee and Wisconsin. The Windy City concern already represents Ross in Illinois, Iowa, Indiana, Ohio, Michigan, Minnesota and Chicago. The sales staff, who will handle Ross' line of shoe, glove, garment and specialty leathers, include William Wolfenbarger, Madison B. King, William Brinkmann, and Robert J. Reynolds.

● Francigene Sheridan, formerly with Charm Magazine as Midwest and Shoe Editor, has been appointed advertising director of the J. P. Smith Shoe Co., Chicago manufacturer.

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GIRARD, OHIO

Leather MARKETS

General buying fair to good. Calf, sides and splits get biggest share of sales. Sole leather more active. Most prices steady.

Sole Leather

Boston tanners find new orders fair with heavy bends in best demand. Lights bring up to about 68c; mediums about the same; heavies up to 70c. Production continues moderate and inventories grow smaller. Tanners view hide market with misgiving, anticipate no rise, probable drop.

Midwestern sole leather tanners again this week report an increase in price resistance. New orders, if any, are few and far between. Although they note no change in price ideas, speculation is such that prices will lower themselves, especially in view of the current sharp price declines in the hide market. The only bright spot in the sole leather market is the fact that heavy leather still gets a good demand at prices of 72c on heavy bends, and from 89, 82, and 73c on finders' bends, 11 iron and up. Some business, noted in medium bends, also at 72c but very little in the lights. Women's finders' bends sell occasionally at 83c.

The Philadelphia sole leather market was not quite so active. Some plants reported better results than others in selling to factories and cutters but on the whole new soles and

bends were slow. Repair leather continued in fairly good demand for this time of the year. Substitutes are still ahead of leather findings, however, and tanners meet price resistance at every turn.

Sole Leather Offal

Two to three weeks of fair business in bellies and shoulders keep Boston tanners moderately busy. Bellies well sold up at 35 to 37c for cows, 37 to 39c for steers, with some extra good bellies bringing a cent more. Single shoulders active at 49c and down, with some small sales at 50c. Double rough shoulders mixed; some sellers busy, others dull. Up to 60c usual price. Heads bring between 18 and 20c according to worth, bargaining ability of parties involved.

Both steer bellies and cow bellies appear to be the most popular item in the Midwestern market. Prices are quoted at 39 to 40c on steer bellies and from 38 to 39c on cow bellies. Prices were adjusted slightly on single shoulders, heads off, being currently quoted from 52 to 55c and from 45 to 50c with hears on. Double rough shoulders, tannery run, sell from 61 to 62c and from 18 to 21c on steer heads.

Cut Stock

A steady to firm market exists in the Midwest. No. 9 to 10 irons con-

LEATHER: ITS PRICE AND TREND

KIND OF LEATHER	THIS WEEK	MONTH AGO	YEAR AGO	1948 HIGH
CALF (Men's HM)	95-1.10	95-1.10	1.10-1.25	1.30-1.48
CALF (Women's)	90-1.10	90-1.10	1.25-1.30	1.40-1.48
CALF SUEDE	1.05-1.30	1.05-1.25	1.50-1.65	1.45-1.90
KID (Black Glazed)	55-80	55-80	70-90	70-90
KID SUEDE	50-75	50-75	70-90	70-90
PATENT (Extreme)	56-66	56-66	65-70	76-82
SHEEP (Russet Linings)	18-20	19-22	20-24	23-25
KIPS (Corrected)	54-60	54-60	65-70	70-75
EXTREMES (Corrected)	48-53	48-53	56-60	60-65
WORK ELK (Corrected)	52-56	52-56	55-59	56-60
SOLE (Light Bends)	68-70	66-72	88-92	90-95
BELLIES	36-39	36-40	41-43	44-47
SHOULDERS (Dble. Rgh.)	58-60	60-63	75-77	77-80
SPLITS (Lt. Suede)	38-42	38-42	40-44	41-45
SPLITS (Finished Linings)	22-24	22-24	23-25	27
SPLITS (Gussets)	19-20	19-20	19-21	21-22
WELTING (1/2 x 1/8)	8 1/2	8 1/2	11-11 1/2	11-11 1/2
LIGHT NATIVE COWS	28-28 1/2	27-27 1/2	29	23

All prices quoted are the range on best selection of standard tannages using quality rawstock.

time to get a good call in both men's and women's cut soles. Men's fine is quoted from a low of 71 to 83c (8 to 10 iron); semi-fines from 69 to 79c and from 63 to 73c on No. 1 scratch. In the women's cut sole leather, the 7 to 8 irons are the most popular, with prices ranging from 47 to 48c on fines, 44 to 45c on semi-fines and 41 to 42c on No. 1 scratch.

Welting

Boston welting manufacturers usually hold to a price of 8½c for regular Goodyear welting of ½ by ⅜ inches. Buyers want to pay less, some slightly lower priced sales reported. Specialty welting continues in good demand. Synthetic welting getting fairly widespread use in lower priced shoes. Plastic welting for work shoes not too active.

Calf Leathers

Little change reported from Boston. Tanners booked well ahead on women's weights in all grades. Up to \$1.10 paid for best small skins of superior tannage. Greatest interest now for leather at less than 85c. Men's weights mixed. Some tannages sell everything produced; others sell only best and heaviest and the very low grades. Lighter men's leather not widely wanted. Prices generally unchanged. Suede calf more active. Some large black sales reported with leather around 90 to \$1.10 most wanted. Up to \$1.45 reported asked for one line.

Calf tanners in the Midwest continue to stand pat in regards to the price structure. Big packer caliskins are still limited, which, according to reports, is the primary reason for the strength in the calf leather market. However, in view of the sharp declines in the cattlehide market, there is anticipation of this weakness being reflected in the caliskin market. Meanwhile, top grade calf leather, both men's and women's weights, is getting a good call, with prices ranging from \$1.06 to \$1.10 for B grade women's and from \$1.10 to \$1.12 B grade men's. Calf suede business is rather slow at the moment, with prices listed at \$1.30 for No. 1 grade, \$1.25 for No. 2 and \$1.05 to \$1.15 on No. 3.

Kid Leathers

The Philadelphia kid leather market has shown more life in the past few weeks as the spring shoe season gets underway. Several tanneries don't expect spring demand to exceed the present level of business. By April, black glazed will be sold for fall shoe production and after that date new business will pick up again.

Some evidence that California type shoes will be switching to kid, have been noted. One Middle West producer of this style shoe is reported to be using nothing but kid in new footwear. The fact that kid is somewhat more expensive compared to materials that are customarily used, is to be reckoned with but tanners think the prospects of breaking into this market are promising.

Orders for blue glazed are very good at the present time. One tan-

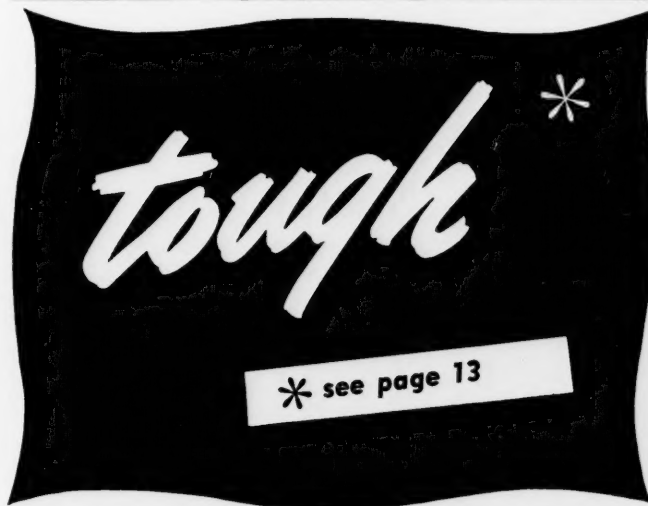
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nery has been selling blue slipper stock for uppers.

Suede production will be increased if skins are available. Demand is encouraging. Tanners are expressing doubt that raw materials will be easily obtained. Colors in suede will not be plentiful because most sources believe that there will be a big enough market in black. Brown in several shades is receiving the most color interest at the present time.

White suede for summer shoes is looking better with each succeeding week and several tanneries which had shown reluctance to carry this line have decided not to drop out of the running. Bookings still don't represent potential requirements.

High grades in both suede and glazed are meeting less price resistance than was the case a few months ago. An average price on black glazed is 70c, suede brings 80c and slipper stock is selling at 50c.

Boston kid men get plenty of suede business, fair to good lining business but little glazed. Yet some tanners of glazed, making a superior product, keep moderately busy. Up to 80c the biggest field for glazed. Up to 75c best for suede. Lack suede gets more orders now for future delivery. White getting some fair orders for immediate delivery. Colors still active and being cut daily. Linings bring up to 35c for volume trade; between 35 and 36c accounts for most business.

Patent Leather

Boston tanners report awakening interest. Sampling increases daily but substantial sales yet to come. Up to 60c paid for good extremes; up to 70c for kips. Some quoted higher but we hear of no sales. Large leather, when under 50c, finds fair demand.

Sheep Leathers

Lining sheep sells well in Boston though past month has not been a large one. Up to 20c obtained for good russets; bulk of business done between 12 and 16c. Colored vegetable linings bring about a cent more than russets for top grades. Chrome linings sell well at 26c and down. Garment sheep very quiet. Tanners see good garment business if prices come down just a few cents. Raw sheep prices softer, offer hopes to garment leather tanners. Novelty and hat-sweat business small.

The Midwestern market is anything but good. In order to bolster sales, tanners have shaved a penny or so off here and there when a fair sized quantity is involved. Business has been draggy during the past week. Russets (popular grades for shoes) are quoted from 14 to 18c. Vegetable colored linings are priced from 18 to 22c, while colored chrome linings are pegged at the 28c figure.

Side Leathers

Heavy aniline types sides continue active in Boston district. Up to 60c paid for best tannages; others bring one to three cents less. Corrected extremes in lighter weights mixed. Best tannages do well, less desirable leath-

er not so well. Up to 53c paid for such stock in some places, usually less. Corrected kips in heavy weights bring up to 64c; light leather up to 60c. Large leather more active with high colors widely wanted in good tan-nages. Up to about 48c the usual trading ground. Best elk leather brings around 56c.

Two large Midwestern side leather tanners reported a downward price adjustment in kip side leather during the past week. However, it was emphatically pointed out that 'these price changes do not necessarily mean an established market at these lower levels. It is an attempt to stimulate additional business, and, in some cases, depending upon the quantity involved, sales may be transacted at a penny or two more than the quoted price.' A new price range of from 58, 56, 54c is quoted on chrome corrected grain kip, 69, 67, 65c on full grain elk (MH) with the LM and M weights quoted a penny less. Corrected grain elk kip is newly quoted at 58, 56, and 54c. On an average, prices ruled about 2 to 4c lower, depending upon the selection. The market, as a whole, is exceedingly slow, with tanners encountering a great deal of price resistance.

Splits

Boston split tanners report better business generally. Suedes very active with most at 38 to 42c for best light leather. One to two cents more for heavy suede. Heavy work shoe splits still hard to find, bring up to 30c. Sole splits priced at 30 to 40c; find plenty of customers. Linings not too active with about 24c the top price for finished types. Gussets get good call at 19-20c.

Demand for work shoe splits is fairly good in the Midwestern leather market, with prices quoted from 32, 30 and 28c. Blue splits (table run) get an occasional call at 15c. Some business noted in retanned sole splits at 30c for HM weights, 32 to 34c on H weights and from 36 to 40c on double H weights. The lining trade has been rather slow. Prices, however, are unchanged from a week ago, with quotations ranging from 23 to 25c on both the pyroxylin and water finished linings. Light suede splits are quoted from 36 to 40c and heavies from 40 to 42c. Color suede splits are figured about 2c more than the blacks.

Bag, Case and Strap

A steady to firm market is reported. Buyers express more desire for the lighter weight case leather, in comparison to other selections. However, regardless of this demand, tanners have held prices unchanged.

SMOOTH CASE			
Ounce	No. 1	B	C
2	48	45	42
2½	51	48	45

SMOOTH BAG, STRAP, PORTFOLIO			
Ounce	No. 1	B	C
3½	58	55	52
4	62	59	56
5	66	63	60
6	68	66	64

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Harness Leathers

Some improvement in the harness leather market in the not too distant future. This is based on the fact that the farm trade will soon be placing orders for spring plowing. Meanwhile, prices are still quotable at 79c for A grade, 76c for B, 73c for C and 70c for D grade.

RUSSET

A Grade regular weight.....	79c
B Grade regular weight.....	76c
C Grade regular weight.....	73c
D Grade regular weight.....	70c
Backs 12c per lb. additional.	

Belting Leathers

Belting leather demand has not picked up. With the hide market asking substantially higher prices for winter take-off than was being paid a month ago, tanners are buying less. Belt makers are not placing much business and tanners of bend butts are unwilling to take a chance on building up inventory.

Demand in shoulders for specialties is holding up fairly well. Manufacturers of novelty belts are getting ready for spring business which will start in about a month. Welting rough shoulders are slow and will continue to be so until the manufacture of new shoes picks up.

Curriers reported very few new orders. Curried bend butts were dragging at all tanneries. Wide sides continued to move more easily than wide centers. Textile strap leather was flourishing. Slabs are scarce in face of strong demand. A more optimistic note on future business is being heard from Southern customers according to tannery representatives.

BELTING LEATHERS

No. 2 Ex. heavy55
No. 2 Ex. light	1.03
No. 3 Ex. heavy50
No. 2 Ex. light	1.02

CURRIED BELTING

	Best	1	2
Bend Butts	1.25	1.20	1.15
Centers (12")	1.54	1.47	1.33
Centers (24")	1.50	1.43	1.33
Centers (36")	1.38	1.32	1.26
Wide Sides	1.18	1.14	1.07
Narrow Sides	1.10	1.06	.97
(Ex. lights 12c more; lights 5c more; ex heavies, 10c more).			

Glove Leathers

A little better feeling has crept into this market during the past week. One or two beam houses have reopened. The Tanneries generally have increased production slightly. While the glove business has been very disappointing up to date, enough orders have been placed to give the manufacturer a toe-hold on this years business.

Raw skin markets remain high. Purchases here are made to cover sales. No speculative buying to amount to anything. Prices on fine leathers remain steady. Top grades are not too plentiful. Domestic type grains are selling

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CHICAGO: Tiedemann Leather Co.
LOS ANGELES • SAN FRANCISCO: Russ White Co.

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CHICAGO: J. R. Reynolds
LOS ANGELES: A. J. & F. Cox
BOSTON: Merchants' Supply
PHILADELPHIA: Shoemaker
Leather Co.

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LEATHER and SHOES—February 5, 1949

below published prices but no official change has been announced.

Up to date, spring business in high colors has been a failure. At best, the spring season will be a very short one. Conservatism is the watchword with store buyers.

Grade	Cabretta	Grey Pecary	Deer- skins	Domestics
1	75c	95c	55c	33c
2	70	80	50	30
3	65	65	45	27
4	60	45	35	24
5	50	35	25	21
6	35	25	20	
7	38	20	15	

Grade	Suedes Men's Grey	Domestics
1	40	40
2	32	32
3	24	

DEATHS

J. R. Sweasy

... 65, president of the Red Wing Shoe Co., Red Wing, Minn., died at a Rochester, Minn., hospital on Jan. 24 after an illness of three weeks. A resident of Red Wing for 35 years, Sweasy was prominent in civic and social affairs. He entered the shoe business in Milwaukee, Wis. in 1905 and became associated with the Red Wing Co. in 1914. In 1918, he took over the management and was elected president to succeed M. T. Shaw.

Sweasy was a director of the Boot and Shoe Manufacturers Assn. for many years and was actively associated with the Red Wing Manufacturers Assn.

Surviving are his wife, Helen; a son, W. D. Sweasy of Red Wing; a daughter, Mrs. Margaret Terrell of Salt Lake City, Utah; two granddaughters, a grandson and a sister.

Donald McEachren

... 69, who operated a harness and leather business in Cobalt, Ont., Canada, for many years, died in Toronto on Jan. 22. Born in Cape Breton, Mr. McEachren learned the harness making business from his father and in 1909 opened his own business. He took an active part in the development of northern Ontario for over 20 years.

George H. Ellis

... 76, retired wood heel manufacturer, died at the Pleasant View Rest Home, Haverhill, Mass., on Jan. 20 after a long illness. Before retiring 10 years ago, Ellis was in the wood heel business under the name G. H. and A. H. Ellis Wood Heel Co., Haverhill for 50 years. He leaves his wife, Agnes; two nephews and several nieces.

Louis A. Krause

... 76, retired glove manufacturer, died at the Burreigh Nursing Home, Johnstown, N. Y., on Jan. 21. He was associated with the Louis Meyers & Sons factory for more than 40 years, and held the position of purchasing



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agent before retiring three years ago. He leaves three nephews, Claude Krause of Johnstown; Edward Krause of Northfield, Mass.; and Lucius Krause of Amsterdam.

Allen R. Greenawald

... shoe manufacturer and for many years a salesman of shoes in foreign countries, died recently in Johnstown, N. Y. For many years he traveled over the world as foreign representative of United Shoe Co. and later opened his own factory manufacturing baby shoes for 10 years at Celarsville, Pa., his birthplace.

Sir George White

... 81, prominent shoe manufacturer, died Jan. 26 in Norwich, England. A former Lord Mayor of Norwich, he was president of the National Federation of Boot and Shoe Manufacturers in 1933-34.

Sam Minner

... president of Minner & Co., Inc., St. Louis hide dealer and broker, died Jan. 28 after a week's illness. Mr. Minner has spent 45 years in the industry.

FINANCE

American Hide and Leather Co.

At a meeting of the board of directors on Jan. 27, American Hide and Leather Co., Boston, Mass., declared a quarterly dividend of 75-cents per share for the period ending March 31, 1949, on the outstanding shares of 6 per cent Cumulative Preferred Stock, payable March 11, 1949 to holders of record Feb. 24, 1949.

The company reported an operating profit of \$431,624 for the six months ended Dec. 31, 1948. This compares with a profit for the six months ended Dec. 31, 1947 of \$584,621.

Spencer Shoe Corp.

Spencer Shoe Corp., Boston, reported a net loss of \$112,341 after taxes for the fiscal year ended Nov. 27, 1948 as compared with a profit of \$67,725 for the same period in 1947. However, the company reports that sales in Dec., 1948, the first month of the current fiscal year, were larger than any month in the company's history.

In his annual report to stockholders, Philip Mulvihill, president, said that from a manufacturing angle, the year 1948 was the poorest the firm has experienced. The Belfast, Me., plant was closed and is now in process of liquidation. Production of better grade welt shoes has been concentrated at the Marion, Ind. factory.

The poor showing was due mainly to lack of orders and piling up of finished good inventory which resulted in markdowns and closeouts, added Mulvihill.

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HIDES and SKINS

Hide market broke sharply. Substantial losses registered in most selections. Calfskins seeking a level as are kipskins. Country hide prices nominal but definitely lower.

Packer Hides

About 65,000 hides moved in the big packer hide market, with substantial losses registered in some selections, particularly heavy cows, branded steers and branded cows. Other selections showed some losses in keeping with previous drops in other selections.

Prices on native steers found a range of 24½ to 26c, Chicago basis, with extreme light native steers established at 29½c. Previous quotations had been around 29c, but purely on the basis of other declines. Selling found a slightly better level for them, but still 2½c under the previous trading.

Native cows dropped in all selections, but light cows held up well considering what was going on elsewhere. Heavy cows established themselves at 21½c, down 2c from previous weeks business, while branded cows sold at 21½c, also down 2c. Light native cows sold at 28c for light grubbing hides of fairly light average, which might put Chicago cows around 27½c. However, nothing has sold from Chicago yet.

Branded steers were down 1c when butts, heavy Texas steers and Colorado steers sold on a basis of 22c and 21½c. Nothing was done in light Texas or extreme light Texas steers.

Bulls sold at various prices, one lot of 3,000 selling at 17½c FOB River and Northern points, and other lots selling at 16½c, Chicago basis. The higher priced bulls, however, were said to have been all natives, selected for weights, and for export.

While all this trading was going on, traders had little time to say much about the condition of the market except that it looked quite easy. The heavy hides, of course, are still showing the easiness.

Outside packers were rather quiet, but perhaps because they were waiting for the larger sellers to establish prices. However, the clearance of hides from outside sources was good last week, amounting to more than 30,000 hides, which is considerable.

Packer Calfskins

Levels in the packer calfskin market are uncertain. The declining hide market, it is felt, is certain to have some effect on the levels of packer calfskins, which in turn will affect the outside skins. The last prices are quotable until some other levels are established. Nothing was done this week.

Packer untrimmed Northern calfskins are purely nominal at 65c, last trading levels, with Riverpoints figured nominally at 52½c, both on an all-

weight basis. Small packer allweights are nominally figured at 50c.

Packer Northern allweight calfskins, on the new trim basis, last sold at 69½c, f.o.b. shipping points.

Packer New York trimmed calfskins are quoted at \$4.00 asked for 3 to 4's, \$4.75 asked for 4 to 5's, \$5.25 for 5 to 7's, \$6.00 asked for 7 to 9's, and \$8.50 nominal for 9 to 12's.

Packer Kipskins

Packer kip has also been quiet, and the declines in hides will probably have some effect here also. However, trading is needed to establish the amount of change. Last prices hold.

Packer native kip is quoted at 40c, with overweight natives at 37½c. Brands, in both cases, are 2½c less.

Packer New York trimmed kipskins are quoted at \$9.25 for 12 to 17's, and \$10.00 asked for 17's and up.

Small Packer Hides

The levels in the small packer market are up and down, with no one

quite sure what would be a good place to call the market established. The market is not established, however, as many in the trade are trying to say when offering hides. Tanners are looking at the market with a doubtful eye, and do not know what a good level would be.

From the indications, not over 21c would be paid today for the best quality offerings of 48/50 lb. average small packer allweight native steers and cows. Some are quoting around 20c. Sellers, however, look at the price of light native cows, nominally around 28c, and figure that their hides are still worth 24 to 25c selected. Tanners snicker at these prices.

Country Hides

In this market also, levels are not definable. Sellers are often noted to ask around 19c for 48/50 lb. average hides, but tanners are looking at the market through a 17c eye. Some people figure that 17½c flat trimmed is top for country hides, with others figuring that 17 to 18c flat trimmed is a better indication, because some of the lighter, better quality hides, could be figured higher. However, it is hard to say because no one knows what is going to happen to big packer hides between now and tomorrow. The uncertainty that is shown by the

QUOTATIONS

	Present	Week Ago	Month Ago	Year Ago
Native steers	24½-26	25½-26½	25	28
Ex. light native steers	29½	30	28	31
Light native cows	28-28½	28-28½	25½	29
Heavy native cows	21½	23½-24½	24½-25	28
Native bulls	16½	17	18	18
Heavy Texas steers	22	24	25	27
Light Texas steers	23	24	25	27
Ex. light Texas steers	24	25	26	29
Butt branded steers	25	24	25	27
Colorado steers	21½	23½	24½	26½
Branded cows	21½	23½	24½	28
Branded bulls	16½	16	16	17
Packer calfskins	52½-65	52½-65	50	65
Chicago city calfskins	35	35	35	45
Packer kipskins	40	40	37½	42½-50
Chicago city kipskins	26-28	26-28	26-28	34

HIDE FUTURES

COMMODITY EXCHANGE, INC., FUTURES MARKET

	Close Feb. 2	Close Jan. 26	High For Week	Low For Week	Net Change
March	23.34	24.25-26	24.05	23.25	-91
June	21.80H	22.65	22.35	21.75	-25
September	21.90H	21.10H	21.45	20.90	-10
December	20.40H	20.30H	20.60	20.40	10

Total sales, 431

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current levels puts tanners in a very confused state, and gives them an opportunity to sit back and do nothing

Country Calfskins

Nothing can be said here until something is done in the packer calf market. Values are purely nominal, with interest centered on the packer lots rather than the city and country production.

City allweight calfskins are nominally figured around 35c. Country allweight calfskins are figured around 26c.

New York trimmed collector calfskins are nominally quoted at \$3.50 for 3 to 4's, \$4.25 for 4 to 5's, \$4.75 for 5 to 7's, \$5.25 for 7 to 9's, and \$6.50 for 9 to 12's.

Country Kipskins

The country kipskin market is quiet. Nothing is being looked at in either the city or country lines, or the collector skins. Quotations are holding unchanged for all selections.

City kipskins are nominally quoted in a range of 26 to 28c, with country kipskins figured around 22 to 23c nominal.

New York trimmed collector kipskins are quotable around \$7.25 nominal for 12 to 17's, and \$8.50 nominal for 17's and up.

Wool Pelts

Sheep pelts are quiet, with offerings rather light. The trade is talking about the Interior packers sales, which are due to be reported within a short while, but as yet, nothing has been indicated as to what levels might be. Pullers, however, seem to be going into the market with a feeling that the market should be lower, and they may try and get the pelts at slightly less money.

Shearlings are holding unchanged at \$2.00 to \$2.50 for No. 1's \$1.40 to \$1.50 for No. 2's, and \$1.30 to \$1.40 for No. 3's. Fall clips are figured around \$2.50 to \$3.00.

Pickled Skins

Big packer pickled skins are nominally quoted at \$10.50 per dozen with no interest noted.

Horsehides

No change in the horsehide market. Trimmed hides are quotable around \$8.75 to \$9.00, for 60 lb. hides. Untrimmed hides are figured around \$9.50 with interest nil. Butts are figured around \$3.00 nominal, basis 22 inches and up, with fronts around \$6.00 top. No interest in either butts or fronts.

Dry Sheepskins

No weakness evident in the hair skin markets. Shippers at origin very firm but buyers here very cautious and hesitant about operating. Also, usually talk prices below sellers' views although on sales lately consummated.

buyers met the asking figures. However, volume is restricted and has been confined to a few scattered lots, mostly Brazil cabrettas.

Brazil cabrettas are strong as reports from primary markets state that purchases by Europe and local tanners have kept sellers in a closely sold up position and relatively few skins are being offered in this market. It is said that limited quantities of Pernambucos and Natsals sold at \$17.00 per doz., c.&f., basis manufacturers. It is believed that additional small quantities could be had at that figure but there is little chance of any offerings at less as supplies are small. The Cape market is firm with shippers asking 135 shillings for gloves; buyers here are unwilling to meet this figure but reports state that Europe and particularly England has been operating at the asking figure. Nigerians are quiet and few offers being received. Agents here indicate primary market very firm and relatively few unsold stocks available. Sellers of Addis-Ababa slaughterers, Mochas, dry salted Sudans and Mombasas state that they have been receiving very few offers and those that have been coming in, have been at prices that local buyers claim they cannot meet, whereas sellers state they have no difficulty in realizing their views elsewhere. Spot lots of Djeddahs, 330-lbs., selling at \$9.75 per doz. ex-dock.

The shearing market continues strong and has been quite active, particularly the shorts. Argentine shearlings $\frac{1}{4}$ - $\frac{3}{4}$ inch sold for shipment at 34c c.&f. Cape shearlings are very strong and it is reported that some additional quantities of $\frac{1}{4}$ - $\frac{1}{2}$ inch sold at 20 pence c.&f. and that most of the stocks are now exhausted. Good demand still noted but few offers being received. The longs or $\frac{1}{2}$ - $\frac{1}{2}$ inch have not been as active as buyers have been slow in following the prices asked. Latest asking figure 30 pence c.&f. and it is said that some business was done at close to this figure. Punta Arenas wool skins have been selling on the basis of three quarter to full wool at 48c per lb., c.&f.

Reptiles

Primary markets continue firm and while some buyers have shown an inclination to pay slight advances, most tanners are unwilling to follow the market. Reports from India that the Calcutta market firmed up considerably as the season is about over and skins are scarce and prices high. Buyers don't seem to be willing to operate at the high levels. Very few offerings coming in and then on the high side. Whips 4 inches up, averaging $4\frac{1}{2}$ inches, 50/50 selection held at 60c. Madras bark tanned whips, 4 inches up, averaging $4\frac{1}{2}$ inches, 70/30 selection sold up to \$1.05 and cobras at 65c and while sellers have advanced their ideas on the whips to \$1.10, buyers have again reduced their limits to \$1.00 and 62 $\frac{1}{2}$ -63c for cobras. Buyers might pay \$1.10 for whips alone providing they average $4\frac{1}{2}$ inches. Not much interest in vipers and market is nominal around 40c, 4" up, avg. 5" and 44c for $4\frac{1}{2}$ inches up, averaging $5\frac{1}{2}$ inches.

80/20 selections, last paid. Supplies said to be coming in very slowly and sellers are having difficulty in filling contracts. Not much change in the Siam descriptions. Under 25,000 choyres, 80/20 selection, sold at 46c for 8/10 inches and 31c for 6/8 inches. However, most sellers have higher views and for the large sizes alone up to 54c asked for 90/10 selection. Aers have been selling from 16-18c for 8/10 inches and 10c for 6/8 inches, although offerings have ranged from 15c up for 8/10 inches as to sellers and lots involved. Brazil market is unchanged with relatively few offers noted and then at prices above the ideas of buyers here. There is a seasonal lull for Argentine reptiles and while there is some interest in ampalaguas around \$1.60, business of late has been relatively small.

Goatskins

The lack of any sizable offerings and an equal lack of buyer interest keeps actual sales at a low level. Suede skins are the most popular in a slow market but asking prices are considered too high. European buyers continue to outbid U. S.

The East India market is quiet with little or nothing offered. The few lots on the market are usually taken by European countries.

Top price on Bati skins is apparently \$17.00 per dozen c.&f. but some talk is that higher than this was paid for some lots. Berberahs are quoted at \$15.50 per dozen c.&f. for 1.05-1.10 lb. skins with Europe said to be meeting this price.

East Indies

Amritsars (1,200 lbs.)	12.00-12.50
Patnas	10.00
Cawnpores and Lucknows	Nominal
Mozufferpores	11.50
Dinajpores	13.00
Calcutta kills	15.00-16.00
Cocnadass	12.50-13.50
Decans	12.50-13.50
Kristnas	Nominal

Chinas

Szechuans	Nominal
Hankows	93
Chowchings	Nominal

Africans

Casablanca and Marakesh	Nominal
Algiers	Nominal
Nigerians	1.45-1.50
Mombassas	13.00-14.00
Marakesh	Nominal
West Province (ex. It.)	52
Port Elizabeth (ex. It.)	50

Mochas

Berberahs (shipment)	14.25
Hobedihs (shipment)	8.50
Bati	17.00
Adiss-Ababa	12.50-13.00

Latin Americas

Mantanzas, etc. (flat) f.o.b.	60-63
Oaxacans, f.o.b.	Nominal
Barquismetos	53-54
Coros	53-54
Maracaibos	Nominal
La Guayras	Nominal
Rio Hache	Nominal
Bogotas	Nominal
Jamaicas	1.05
Haitians	71-73
Santo Domingos	55-58
Brazil (Cereas)	1.35
Pernambucos	1.35
Bahias	Nominal
Cordovas (8 kilos average)	Nominal
Pampas	Nominal
Paytas	68-69
Peruvians	47-62

WANT ADS

ADVERTISING RATES

Space in this department for display advertisements is \$5.00 per inch for each insertion except in the "Situation Wanted" column, where space costs \$2.00 per inch for each insertion.

Undisplayed advertisements cost \$2.50 per inch for each insertion under "Help Wanted" and "Special Notices" and \$1.00 per inch for each insertion under "Situations Wanted."

Minimum space accepted: 1 inch. Copy must be in our hands not later than Wednesday morning for publication in the issue of the following Saturday.

Advertisements with box numbers are strictly confidential and no information concerning them will be disclosed by the publisher.

THE RUMPF PUBLISHING CO.

300 W. Adams St. Chicago 6

Special Notices

Tannery For Sale

Located in Peabody, Mass. Up-to-date, equipped sprinklered tannery—3 floors—15,000 sq. ft.—Electric Freight Elevator—Spur Track arrangement—Modern Oil Fired Boiler with hot water facilities. For further details, address B-1 c/o Leather and Shoes, 10 High St., Boston 10, Mass.

Baler For Sale

Motor driven, one floor type, bale 48 x 24, box depth 60", excellent condition.
Address B-2
c/o Leather and Shoes
300 W. Adams St.
Chicago 6, Ill.

Graining Machine

WANTED: One used nine foot graining machine, either Traud or Baker.
Address A-24.
c/o Leather and Shoes,
300 W. Adams St.,
Chicago 6, Ill.

Encyclopedia of the Shoe and Leather Industry

WANTED: Copies of Hide and Leather and Shoes' Encyclopedia of the Shoe and Leather Industry. Supply is completely exhausted and we have a number of requests for copies. Will pay \$5.00 per copy regardless of condition.

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Help Wanted

Technical Salesman

Large and progressive chemical manufacturer with established reputation in the tanning industry offers unusual sales position.

Practical knowledge of leather manufacture and leather chemistry more important than sales experience. When replying state past experience fully.

Address A-25,
c/o Leather and Shoes,
20 Vesey St.,
New York 7, N. Y.



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LEATHER & FINISHING COMPANY, Inc.
PEABODY, MASSACHUSETTS

H. SWOBODA & SON, Inc.

1027 N. Bodine St. Phila., Pa.
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SWOTAN
GARMENT HORSE
WORK GLOVE HORSE
(Grain and Splits)
SPORTING GOODS LEATHER
SPECIALTIES
RETAN SOLE LEATHER

WANTED

Dyes—Chemicals—Extracts
Bichromates—Oils—Waxes
Greases—Residues
By-Products—Wastes

CHEMICAL SERVICE CORP.

80 Beaver St., New York 5, N. Y.

Deerskins

As a whole, not much business passing as most of the large buyers claim that they have too much white leather to add to their inventories of rawstock. Primary markets, however, remain firm and as a matter of fact some shippers talk higher now than about a fortnight ago. Whether this is due to Europe operating or lack of skins coming in, is difficult to say as American buyers are not supporting the markets to any great extent. Brazil 'jacks' are held at 80-82c f.o.b. as against last confirmed sales at 85c, basis manufacturers and that is about top now.

Pigskins

There is difference of opinion as regards prices. Although occasional small sales are noted of Manao grey peccaries at \$2.40-2.45, basis manufacturers with most buyers talking the inside and even less, shippers at origin have much higher views and show little inclination to shade their ideas. Some Bahia peccaries including 15 percent blacks and 10 percent number twos and seconds held at \$2.10 f.o.b., being considerably over the ideas of buyers here.

NEWS

(Continued from page 14)

"In the past eighteen months alone there have been three separate series of negotiations for contracts, and exactly two years ago, as a result of inability to agree upon terms, the Lynn factories were closed for nearly three months," Goldman said, terming the period as two years of retrogression. "And now, again, in five short months hence, according to the new contract, the industry is faced with demands for further negotiations."

Temporary Reprieve

An impending general strike by Mass. shoe workers was narrowly averted recently when both sides agreed to continue the 1943 contract through the coming year. (L&S, Jan. 8, 1949.) "Absolutely nothing was accomplished except to provide the industry with a six months reprieve," Goldman asserted. "The great disappointment was the flat refusal of the Union to arbitrate the demands."

Many of the country's outstanding shoe manufacturers still maintain their home in Lynn but manufacturers elsewhere, said the attorney, citing the fact that almost as many shoe workers leave the city daily for out of town and state factories as are employed in the

city. "It is paradoxical that neither employer nor worker can utilize his services in his own community," he declared.

Rubber Footwear Sales To Remain Stable in '49

Sales of rubber footwear in 1949 will probably par those of last year, according to James S. Barrie, vice president in charge of distribution for the Hood Rubber Co., Watertown, Mass. Barrie told company representatives at a sales meeting held in Chicago recently that an increasing amount of American-made rubber is now being used in rubbers, galoshes and boots because it wears better than natural rubber.

The Hood executive based his prediction on the fact that "prices of quality footwear have increased an average of only 39 percent over 1941, compared with boosts of 75 to 90 percent in many other industries."

EDITORIAL

(Continued from page 6)

large rather than diminish the very bureaucratic centralization it professes to deplore.

Pension responsibility belongs solely to industry. And the cost should become part of the cost of the commodity—just as machinery and other essential plant depreciation costs are tagged onto the cost of the commodity on the price-ratio-to-total costs basis. In this way labor and management can work together to solve the problem and eliminate the costly and cumbersome administrative role which must otherwise be borne by the Government.

Important, too, is that pension provisions for "worn-out" workers allows them a guaranteed income which is translated into steady and guaranteed purchasing power. This in turn is translated as an asset to industry and the national economy. But without such pension funds the individual is not only lost to the aggregate vigor of the national purchasing power, but becomes an economic burden to the community.

In the light of such facts, industry must sharply and quickly convert its perspective toward pensions from unwarranted paternalism to more realistic values involved. It must provide at least the same respectful considerations for men it does for machines and mules.

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